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ACTUALITÉS

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CAUT ACPPU BULLETIN

Canada's Voice for Academics
La voix des universitaires du Canada

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CAUT Thanked for UNESCO Recommendation



Former CAUT executive director Donald Savage (right) joins UNESCO officials Marco Antonio Dias (left) and Dimitri Berdze (third from left), and Pat Finn, executive director of the Carleton University Academic Staff Association, following UNESCO General Council's adoption of the recommendation on the status of higher education teaching personnel in Paris Nov. 11, 1997.

HIGHER EDUCATION unions from around the world thanked CAUT last month for the pivotal role it played in the development of a UNESCO statement on the rights of academic staff.

Meeting in November in Malaga, Spain, higher education and research affiliates of Education International marked the 10th anniversary of the UNESCO Recommendation on the Status of Higher Education Teaching Personnel, the first international instrument that sets guidelines for the treatment of academic staff.

"The recommendation has had an important impact on higher education around the world," notes CAUT president Greg Allain. "In cases where academics find they can no longer freely teach and do their research, or where their work leads to prison or the death penalty, the recommendation is

an unambiguous reminder just how wrong and arguably immoral are those practices and conditions."

ET's senior coordinator for higher education Monique Foulhoux said the recommendation is important because it commits governments to "respect academic freedom and tenure, to promote collegial governance, and to ensure decent terms and conditions of work. Importantly, it defines academic freedom to include the right to engage in political activities in the same manner as other citizens and the right to be able to criticize one's own educational system and the institution where one works."

According to Allain, by the mid-1990s CAUT had been working for more than 10 years within a loose federation of national academic staff associations and unions

around the world to promote academic freedom and to defend the interests of academics and researchers. Working with these associations, Pat Finn of the Carleton University Academic Staff Association agreed to develop a detailed proposal for a joint UNESCO/ILO declaration.

In 1994 the Canadian Commission for UNESCO, with the support of the CAUT executive, seconded then CAUT executive director Donald Savage to UNESCO headquarters in Paris to draft a final proposal.

Savage says the proposal went through several drafts and faced stiff opposition from a number of "authoritarian and right-wing governments."

According to Savage, Nigeria and Saudi

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2705, promenade Queensview Drive,
Ottawa (Ontario) K2B 8K2; Tel: 613/820-2270;
Fax: 613/820-2417; Email: duhaime@caut.ca

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NEWS ACTUALITÉS

L'ACPPU remerciée pour la Recommandation de l'UNESCO

LES SYNDICATS du secteur de l'enseignement supérieur des quatre coins du monde ont adressé des remerciements à l'ACPPU le mois dernier pour le rôle capital que celle-ci a joué dans l'élaboration d'une déclaration de l'UNESCO sur les droits du personnel académique.

L'Internationale de l'éducation (IE) a tenu en novembre à Malaga, en Espagne, une conférence sur l'enseignement supérieur et la recherche pour marquer le dixième anniversaire de la Recommandation de l'UNESCO concernant la condition du personnel enseignant de l'enseignement supérieur — le premier instrument international établissant des principes directeurs sur les conditions de travail du personnel académique.

« La recommandation a eu jusqu'à présent une incidence importante sur l'enseignement supérieur dans le monde entier », fait valoir le président de l'ACPPU, Greg Allain. « Dans les cas où des universitaires se sentent empêchés d'enseigner et de mener leurs recherches librement ou dans les cas où ils se voient condamnés à l'emprisonnement ou à la peine de mort à cause de la nature de leurs travaux d'érudition, la recommandation de l'UNESCO sert à rappeler sans équivoque le caractère répréhensible, voire immoral, de ces pratiques et conditions. »

Pour la coordonnatrice principale à l'enseignement supérieur de l'IE, Monique Fouilloux, cette recommandation est capitale parce qu'elle engage les gouvernements « à respecter la liberté académique et la permanence, à promouvoir la collégialité et à garantir des conditions de travail satisfaisantes. Qui plus est, elle intègre à la définition de la liberté académique le droit d'exercer des activités politiques au même titre que les autres citoyens et le droit pour un individu de critiquer le système d'éducation auquel il est rattaché ainsi que le fonctionnement de l'établissement où il travaille. »

Jusqu'au milieu des années 1990,

raconte M. Allain, l'ACPPU s'était employée pendant plus de dix ans, au sein d'une fédération informelle d'associations et de syndicats nationaux de personnel académique de partout dans le monde, à promouvoir la liberté académique et à défendre les intérêts des universitaires et des chercheurs. C'est dans le cadre du travail accompli avec ces associations que Pat Finn, directrice générale de l'association du personnel académique de l'Université Carleton, a accepté d'élaborer un projet détaillé de déclaration conjointe UNESCO-OIT.

Nous avons lieu d'être très fiers que l'ACPPU ait contribué à mettre en chantier cette recommandation

En 1994, la Commission canadienne pour l'UNESCO, avec le soutien de la direction de l'ACPPU, a détaché le secrétaire général de l'ACPPU de l'époque, Donald Savage, au siège de l'UNESCO à Paris pour qu'il mette au point une proposition finale.

M. Savage se souvient que la proposition avait fait l'objet de plusieurs ébauches et qu'elle avait rencontré l'opposition féroce d'un certain nombre de « gouvernements autoritaires et de droite ». Le Nigéria et l'Arabie saoudite, indique M. Savage, étaient très hostiles à la proposition tout comme certains gouvernements occidentaux conservateurs et d'autres pays dont l'histoire culturelle ne reconnaît ni ne comprend le principe de la liberté académique.

Il a fallu des années de négociations ardues pour contrer la résistance à l'intérieur de l'UNESCO et réussir à faire adopter la recommandation à

l'assemblée générale des États membres du 11 novembre 1997.

« Cette déclaration n'a pas force de loi comme une convention ou un traité », souligne M. Allain. « Mais dix ans plus tard, elle sert toujours de fondement à diverses stratégies politiques et de négociation collective. »

M. Allain cite la liste sans cesse croissante d'arbitres du travail canadiens pour qui la recommandation joue un rôle pratique et de premier plan dans la défense de la liberté académique.

À Malaga, la présidente du syndicat national de l'enseignement supérieur australien NTEU (National Tertiary Education Union), Carolyn Allport, a annoncé que son syndicat avait déposé auprès de l'UNESCO la première plainte de violation de la recommandation. Le NTEU a entrepris cette démarche pour dénoncer une loi australienne promulguée par l'ancien gouvernement de John Howard qui porte sérieusement atteinte aux droits académiques et aux droits à la négociation collective du personnel.

« Nous devons invoquer la recommandation de l'UNESCO plus souvent et de façon plus efficace », conseille M^{me} Allport. « Nous devons nous engager plus activement à faire reconnaître la recommandation comme la norme internationale de base pour les travailleurs et travailleuses de l'enseignement supérieur et de la recherche. »

« Dix ans après l'adoption d'une mesure internationale cruciale destinée à protéger les droits du personnel académique, le Canada et l'ACPPU sont placés sous les feux des projecteurs », se réjouit M. Allain. « Nous avons lieu d'être très fiers que l'ACPPU ait contribué à mettre en chantier cette recommandation et à susciter l'appui international en sa faveur. » ■

La Recommandation de l'UNESCO est accessible en ligne à l'adresse http://portal.unesco.org/ev.php_URL_ID=13144&URL_DO=DO_TOPIC&URL_SECTION=201.html

UNESCO

From PAGE A1

Arabia were strongly opposed, but so were some conservative Western governments and other nations whose cultural histories did not recognize or understand academic freedom.

It required years of difficult negotiations to overcome resistance in UNESCO, but the recommendation was eventually adopted by member states at the general conference on Nov. 11, 1997.

"As a recommendation, the statement doesn't have the force of law like a convention or a treaty," says Allain. "But 10 years on, it is being used in a range of political and collective bargaining strategies."

Allain cites a lengthening list of Canadian labour arbitrations where the recommendation has played a highly-visible and practical role in the defence of academic freedom.

In Malaga, Australian National Tertiary Education Union president Carolyn Allport also announced her union has made the first ever complaint to UNESCO alleging violation of the recommendation. The NTEU's action stems from legislation enacted by the former John Howard-driven government in Australia that seriously undermined the academic and collective bargaining rights of staff.

"We need to make use of the UNESCO recommendation more often

and more effectively," Allport said. "We need to be more active in promoting the recommendation as the core international standard for higher education and research workers."

"Ten years after the adoption of a major international initiative focused on academic staff rights, Canada and CAUT are in the limelight," Allain says. "We should be very proud that CAUT led the way in drafting and winning endorsement of the recommendation." ■

The UNESCO recommendation is available at: http://portal.unesco.org/en/ev.phpURL_ID=13144&URL_DO=DO_TOPIC&URL_SECTION=201.html

NEWS ACTUALITÉS

David Noble, CAUT say Ruling a Victory for Academic Freedom

AN ONTARIO labour arbitrator has ruled in favour of David Noble (see photo, right), a partial victory for the York University social sciences professor in his ongoing dispute with the university over academic freedom.

York University Faculty Association filed the \$10 million grievance on behalf of Noble, who has also launched a \$25 million defamation lawsuit, over a 2004 press release issued by the university, which criticized a flyer Noble

was distributing on campus.

In it, Noble characterized the university as holding a pro-Israel stance and listed individual board members' affiliations with pro-Israeli organizations. The university responded by issuing the press release, which branded the flyer "highly offensive" and referred to "bigotry and racism" without directly naming Noble.

Labour arbitrator Russell Goodfellow ruled in November that York violated Noble's academic

freedom by issuing the release and ordered the university to remove the release from its website, as well as pay \$2,500 in damages.

Noble, who is Jewish, told the Bulletin he views the decision as "a major victory for academic freedom."

In the conclusion to his ruling, Goodfellow writes, "York breached the collective agreement by failing to respect Professor Noble's rights as an academic. Indeed, it may be said that York failed to extend Professor Noble even the most basic of courtes-



sies that might reasonably be expected to be enjoyed by a faculty member. The university publicly vilified his work without first contacting him or the York University Faculty Association to advise of its concerns, to investigate the matter or to indicate what it was contemplating."

CAUT executive director James Turk said he's pleased by the ruling for Noble.

"It's a landmark win for academic freedom rights," he said. "We're

particularly pleased the decision recognized that although York's press release did not actually name David Noble, it certainly was harshly critical of his work in a manner that undermined his academic freedom."

Noble's \$25 million suit against the York University Foundation, Hillel of Greater Toronto, the Canadian Jewish Congress Ontario region and the United Jewish Appeal Federation of Greater Toronto, is still proceeding through the courts. ■

COMITÉ VACANCIES | POSTES À COMBLER

CAUT Standing Committees

CAUT is seeking potential members for its four standing committees of Council. Each of these committees has at least eight members (including the chair) and normally meets twice a year.

Position Vacancies

Academic Freedom and Tenure Committee, Three Vacancies. Members should have considerable experience in one or more of the following areas: academic freedom, human rights and civil liberties. They should be willing and available to dedicate considerable time to the work of the committee between meetings, including promotion of academic freedom, drafting of documents and other related activities.

Collective Bargaining and Economic Benefits Committee, Four or Five Vacancies (depending on whether an incumbent member of the committee is elected chair). Members should have demonstrated experience in the area of collective bargaining. They should be able to commit time to the work of the committee between meetings, including drafting of model clauses, development of policy statements and other related activities.

Librarians' Committee, Five or Six Vacancies (depending on whether an incumbent member of the committee is elected chair). Members should have considerable experience and knowledge of the professional interests and academic concerns of librarians at Canadian post-secondary education institutions. They ought to be aware of policy

matters pertaining to academic rights and working conditions of academic librarians. Members should be willing and available to dedicate significant time to the work of the committee between meetings, including the biennial conference planning, drafting or editing documents, responding to enquiries and other related activities.

Women's Committee, Three Vacancies (depending on whether an incumbent member of the committee is elected chair). Members should have considerable experience representing the interests of women. They should also have knowledge of policy matters pertaining to women in post-secondary education. Members should be willing and available to dedicate considerable time to the work of the committee between meetings, including educational work, drafting of documents and other related activities.

Term of Office

The term of office for members of standing committees is normally three years, with the possibility of one renewal.

Application Procedure

If you are interested in being on one of these committees, send a letter indicating the committee and your background relevant to that committee to: Louise Desjardins, Executive Assistant, Canadian Association of University Teachers, 2705 Queensview Drive, Ottawa, Ontario K2B 8K2.

Deadline 1 February 2008

Comités permanents de l'ACPPU

L'ACPPU est à la recherche de membres qui pourraient occuper des postes au sein des quatre comités permanents du Conseil. Chacun de ces comités compte au moins huit membres (incluant le président ou la présidente) et entend se réunir normalement deux fois l'an.

Les postes vacants

Comité de la liberté académique et de la permanence de l'emploi, trois postes. Les candidats et candidates doivent avoir une expérience considérable dans l'un ou plusieurs des domaines suivants : la liberté académique, les droits de la personne et les libertés civiles. Ils ou elles doivent pouvoir consacrer beaucoup de temps aux travaux du comité entre les réunions, notamment en participant à la promotion de la liberté académique, à la rédaction de documents et à des activités connexes.

Comité de la négociation collective et des avantages économiques, quatre ou cinq postes (selon qu'un membre siégeant au sein du comité est élu à la présidence). Les candidats et candidates doivent avoir une expérience confirmée dans le domaine de la négociation collective. Ils ou elles doivent pouvoir consacrer du temps aux travaux du comité entre les réunions, notamment en rédigeant des clauses modèles, en élaborant des énoncés de principes et en participant à des activités connexes.

Comité des bibliothécaires, cinq ou six postes (selon qu'un membre siégeant au sein du comité est élu à la présidence). Les candidats et candidates doivent avoir une expérience et une connaissance considérables des intérêts de la profession et des préoccupations des bibliothécaires dans les institutions canadiennes d'enseignement postsecondaire. Ils ou elles doivent connaître les questions de principe touchant les droits académiques et les conditions de

travail des bibliothécaires dans les universités et collèges. Les membres doivent également pouvoir consacrer beaucoup de temps aux travaux du comité entre les réunions, notamment en participant à l'organisation du colloque biennal, en rédigeant ou en révisant des documents, en répondant à des demandes de renseignements et en exerçant des activités connexes.

Comité des femmes, trois postes (selon qu'un membre siégeant au sein du comité est élu présidente). Les candidates doivent avoir une expérience considérable dans la représentation des intérêts des femmes. Les membres doivent connaître les questions de principe touchant le rôle des femmes dans l'enseignement postsecondaire. Elles doivent également pouvoir consacrer du temps aux travaux du comité entre les réunions, notamment en réalisant un travail d'information, en rédigeant des documents et en participant à des activités connexes.

Mandat

La durée du mandat des membres des comités permanents est normalement de trois ans avec la possibilité d'un renouvellement.

Procédure de demande

Les personnes désirant siéger à l'un de ces comités sont priées de faire parvenir à l'adresse ci-dessus une lettre précisant le nom du comité qui les intéresse et décrivant l'expérience qu'elles possèdent par rapport à ce comité : Louise Desjardins, Adjointe au directeur général, Association canadienne des professeurs et professeurs d'université, 2705, promenade Queensview, Ottawa (Ontario) K2B 8K2.

La date limite 1^{er} février 2008

Canadian Association of University Teachers
Association canadienne des professeurs et professeurs d'université



Affaire David Noble : une victoire pour la liberté académique

UN ARBITRE du travail de l'Ontario a tranché en faveur de David Noble (photo ci-haut), procurant ainsi au professeur de sciences sociales une première victoire dans le différend sur la liberté académique qu'il oppose à son employeur, l'Université York. L'association du personnel académique de l'Université York a déposé un grief réclamant des dommages et intérêts de 10 millions de dollars au nom de M. Noble – lequel a intenté de son côté une poursuite en diffamation de 25 millions de dollars – par suite de la diffusion en 2004, par l'université, d'un communiqué condamnant la teneur d'un tract que M. Noble distribuait sur le campus.

Ce tract accusait l'université d'avoir un parti pris en faveur d'Israël et citait les diverses relations de ses administrateurs avec des organisations pro-Israël. L'université avait répliqué en diffusant un communiqué dans lequel elle qualifiait les propos tenus dans le tract de « très choquants » et dénonçait « un tel sectarisme et racisme » sans nommer directement M. Noble.

Dans sa décision rendue en novembre, l'arbitre du travail Russell Goodfellow a statué que l'Université York avait violé la liberté académique du professeur en diffusant le communiqué et a enjoint à l'établissement de retirer ce document de son site web et de verser des dommages et intérêts de 2 500 \$.

M. Noble, qui est Juif, a déclaré au Bulletin que cette décision représentait « une victoire importante pour la liberté académique ».

L'arbitre Goodfellow note dans sa conclusion : « L'Université York a contrevenu à la convention collective en portant atteinte aux droits dont jouit le professeur Noble en tant qu'universitaire. En fait, on peut dire que l'université a manqué envers le professeur Noble de la plus élémentaire des courtoisies auxquelles un membre du corps professoral serait raisonnablement en droit de s'attendre. L'université a dénigré son travail sans d'abord communiquer avec lui ou l'association du personnel académique de l'établissement pour exprimer ses préoccupations, enquêter sur la question ou faire part de ses intentions. »

Le directeur général de l'ACPPU, James Turk, s'est dit heureux de la décision rendue en faveur du professeur Noble.

« C'est une victoire marquante pour la protection du droit à la liberté académique », s'est-il félicité. « Nous sommes particulièrement contents que la décision de l'arbitre reconnaisse le fait que le communiqué de l'Université York, même s'il ne nomme pas comme tel David Noble, critique sévèrement son travail au point de porter atteinte à son droit à la liberté académique. »

Quant à l'action de 25 millions de dollars intentée par le professeur Noble contre la Fondation de l'Université York, Hillel of Greater Toronto, le Congrès juif canadien (région de l'Ontario) et la United Jewish Appeal Federation of Greater Toronto, elle se poursuit devant les tribunaux. ■

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NEWS ACTUALITÉS

Harris-Decima Poll: Tuition Fees are Too High

Most Canadians think tuition fees should be lowered or frozen, a new poll commissioned by CAUT and the Canadian Federation of Students showed last month.

The nationwide survey on public attitude toward tuition fees, accessibility and the federal government's performance on post-secondary education conducted by Harris-Decima found more than 47 per cent of Canadians agreed university and college tuition fees should be lowered, with 35 per cent saying they should be frozen.

"Canadians have made it loud and clear that the cost of a university or college education is far too high," said CAUT president Greg Allain. "Now it's time for governments to listen."

In response to the question "How important will the education policies of the different parties be in terms of deciding how you will vote in the next federal election?" 72 per cent of Canadians surveyed said they consider the issue to be "critical" or "important."

When asked their views on the single most important issue as an element of universities and colleges that governments need to

focus on, 55 per cent said lowering tuition fees and student debt. That number was 77 per cent in Atlantic Canada.

"Tax cuts do not make education more affordable, and they do not reduce student debt. These polling results suggest the government is out of step with Canadians' priorities for social spending," CFS national chairperson Amanda Aziz said.

CAUT released the results of the poll Nov. 22, the same day CAUT representatives, along with more than 40 academic staff from across the country, met MPs and senators face-to-face on Parliament Hill to discuss how the federal government could improve the quality and accessibility of post-secondary education and research in Canada, including funding shortfalls, tuition fee levels and recruitment and retention of teachers and researchers. ■

A summary of the poll is available at www.caut.ca.

The Harris-Decima poll involved telephone interviews with 2,000 Canadian adults from Nov. 1-12. National results are considered accurate within 2.2 percentage points, 19 times out of 20.

Les droits de scolarité sont trop élevés, selon un sondage

La MAJORITÉ des Canadiens estiment que les droits de scolarité devraient être abaissés ou gelés, d'après un récent sondage Harris-Décima mené pour le compte de l'ACPPU et de la Fédération canadienne des étudiantes et étudiants (FCEE).

Le sondage national sur les attitudes du public à l'égard des frais de scolarité, de l'accessibilité aux études postsecondaires et du rendement du gouvernement fédéral dans ce secteur révèle que plus de 47 % des Canadiens préconisent une diminution des droits de scolarité dans les collèges et les universités et que 35 % des répondants souhaitent le gel de ces droits.

« Les Canadiens ont formulé une opinion claire : ils jugent le coût des études postsecondaires beaucoup trop élevé », soutient Greg Allain, président de l'ACPPU. « Il est temps que les gouvernements tiennent compte de l'avis de la population. »

À la question « Les politiques d'éducation des différents partis jouent-elles un rôle important dans votre choix du parti que vous appuierez aux prochaines élections fédérales? », 72 % des personnes interrogées ont répondu « très important » ou « important ».

Quant à la question de savoir quelle est la mesure la plus importante que les gouvernements devraient prendre dans le dossier de l'enseignement postsecondaire, 55 % privilégient la réduction des droits de scolarité et de la dette étudiante. Ce pourcentage grimpe à 77 % dans les provinces atlantiques.

« Les réductions d'impôt ne rendent pas l'éducation plus abordable et ne contribuent pas à alléger la dette des étudiants. Les résultats de ce sondage semblent indiquer que le gouvernement et les Canadiens ne sont pas sur la même longueur d'onde en ce qui a trait à l'établissement des priorités dans les dépenses relatives aux programmes sociaux », fait valoir Amanda Aziz, présidente nationale de la FCEE.

L'ACPPU a diffusé les résultats du sondage le 22 novembre dernier, le même jour où des représentants de l'association ainsi qu'une quarantaine de membres du personnel académique du pays tout entier ont rencontré des députés et des sénateurs sur la colline du Parlement pour discuter des façons dont le gouvernement fédéral pourrait améliorer la qualité de l'éducation et de la recherche postsecondaires au Canada et en favoriser l'accessibilité. Ils y ont abordé entre autres l'insuffisance du financement, le niveau des droits de scolarité et le recrutement et le maintien en fonction des professeurs et des chercheurs. ■

Un résumé des résultats du sondage est publié sur le site web de l'ACPPU (www.acppu.ca).

Le sondage Harris-Décima a été réalisé par téléphone du 1^{er} au 12 novembre auprès de 2 000 adultes canadiens. Les résultats nationaux sont considérés comme exacts à 2,2 points de pourcentage près, 19 fois sur 20.

COMMENTARY TRIBUNE LIBRE

Candor or Consensus

If we substitute 'academic freedom' for 'intellectual diversity' how does that change the game?

By FELIPE FERNÁNDEZ-ARMESTO

DISAGREEMENT is one the greatest sources of pleasure available to intellectuals. If I find someone agrees with me, I think it's time to change my mind. Academics' lust to ban speakers because they are controversial, off-piste, unfashionable, pernicious or even just plain wrong seems inexplicable to me. Without controversy, we stagnate in like-mindedness — and where's the fun, stimulus or satisfaction in that? Most readers [of the Bulletin], therefore, are unlikely to jib at advocacy of academic freedom. But suppose that for "academic freedom" we substitute an increasingly popular phrase: "intellectual diversity"? How does that change the game?

The Missouri State legislature has passed a bill — not yet enacted in law — mandating "intellectual diversity" in universities. College authorities would be obliged to meet "concerns (that) shall include but not be limited to the protection of religious freedom, including the viewpoint that the Bible is inerrant." The agenda underlying the legislation is therefore pretty clear. And it is right and helpful to air and contest religious views in academic arenas. The question whether there is a useful sense of "inerrant" that can properly describe the Bible seems to me impassioningly interesting.

So far, so good. But there are a couple of weird features that make "intellectual diversity" very different from that of academic freedom, and much less attractive.

First, the Missouri legislation would "protect" students who feel they have been "penalised for the expression of an opinion." So if a teacher marks a student down for insisting, in defiance of correction, on an obviously false proposition, such as Henry VIII was a rhinoceros, or that the Nazis killed no Jews, the student could file grievances; the professor would be investigated; much time, emotion, money and talent would be wasted; and, likely as not, the relevant department's funding would be cut.

Second, the effect of "intellectual diversity" would not be to encourage debate, but to arrest it. If all opinions command equal and mandatory reverence, no one can safely venture to disagree; for to tell people they are wrong is, in a land of over-developed sensi-



tivities such as the United States, to "penalise" them.

The latest academic freedom controversy in the U.S. — the decision of the regents of the University of California to withdraw an invitation to Larry Summers — is shocking for three reasons: first, the petitioners against Summers included university teachers. We are used to attacks on freedom from outsiders — usually paranoid bureaucrats and self-interested lobbyists — but academics generally have

enough sense to realise that academic freedom has, at least, the merit of being in their own interests. The petitioners justified victimising Summers by saying they felt "offended" by his views on the obstacles to scientific attainment by women. In the U.S., invoking "offended" feelings is now morally equivalent to saying you feel raped, starved or strangled. But it is good to be offended: it shakes you out of complacency. If you have a true academic vocation, you tackle contrary opinions; you don't bleat about side-effects on your emotions.

Second, the regents' professed excuse for "disinviting" Summers was "avoiding controversy." That is not a good reason for doing anything in the academic world.

Finally, the petitioners' charges were worryingly vicious: Summers, they claimed, "symbolised sexist and racist views." There is no record of his ever uttering a view that could reasonably be construed as racist, though he once questioned the bona fides of an Afro-American scholar. The nearest he has got to

sexism is musing whether women on average have less aptitude for science than men: there are similar grounds for the hypothesis that men have less aptitude in professions where women predominate. It would be sexist to say that women are generally inferior to men, but Summers did not say that. It would also be sexist to use the claim of different aptitudes to deny women a chance in science. But the context of his remarks showed that Summers was actively — though not necessarily very effectively — looking for ways to increase and encourage female scientists.

On present showing, it looks as if we are approaching a future in which irate professors can ban Larry Summers from challenging conventional

wisdom while having to endure drivelling lip from a kid who thinks the moon is made of green cheese. We need to be clear about this: academic freedom exists to enhance education. It includes teachers' right — and inviolable duty — to disagree frankly with each other, to tell pupils when they are talking rot, and to privilege truth only through debate that neither demonises candour nor divinises consensus. ■

Felipe Fernández-Armesto is Prince of Asturias professor of history at Tufts University in the U.S.

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The views expressed are those of the author and not necessarily CAUT.

Comment

CAUT welcomes articles between 800 and 1,500 words on contemporary issues directly related to post-secondary education. Articles should not deal with personal grievance cases nor with purely local issues. They should not be libellous or defamatory, abusive of individuals or groups, and should not make unsubstantiated allegations. They should be objective and on a political rather than a personal subject. A commentary is an opinion and not a "life story." First person is not normally used. Articles may be in English or French, but will not be translated. Publication is at the sole discretion of CAUT. Commentary authors will be contacted only if their articles are accepted for publication. Commentary submissions should be sent to Liza Duhaime, duhaime@caut.ca.

Employer Disconnect Demands We Define Academic Work

By CINDY OLIVER, ANNE SKOCZYLAS, BRENDA MCLEAN, GEDFF MARTIN, GEORGE DAVISON, SANDRA HOENLE & PETRA GANZENMUELLER

IT IS BECOMING increasingly clear that a major challenge facing Canadian academic staff is one that we rarely discuss — the basic definition of our work. Our efforts to defend our profession, to negotiate improved terms and conditions of employment, and the employer's eagerness to pursue "teaching-only" appointments, have at their foundation divergent assumptions we need to address.

The work of academic staff is generally about the pursuit and dissemination of knowledge. These activities unite us all. Exactly what we do and how we do it varies from person to person, from field to field, from one institution to another, and

over the stages of an academic career. Our pursuit of knowledge begins in our student days and continues throughout our careers.

We disseminate knowledge in many different ways. Sometimes we convey knowledge to undergraduate students, sometimes to the general public, sometimes to graduate students and sometimes to professional and popular audiences through conference papers, posters, presentations, book reviews, book chapters, and books and monographs, and through public performances and exhibitions.

We do these things in many different locales, including lecture halls, seminar rooms, libraries, conference sites, performance and gallery spaces and clinical settings. The "dissemination of knowledge" is a continuum, not a switch that can be

flicked on and off as required.

We believe academic staff need to reclaim this type of understanding of our work, in light of our employers' rather different approach. We commonly hear from employers that teaching, research and service can be separated, and that in fact some academic staff should do primarily or only teaching, while others should do primarily or only research.

We disagree and believe it is imperative to meet this discourse head on. Once we build consensus on this within our own ranks, employers will have great difficulty resisting our proposals to change our institutional and broader cultures.

All academic staff are engaged in the dissemination of knowledge, and strong teaching involves research. The distinction

between teaching, research, and a subset of the latter, publication, is artificial and arbitrary. All three are examples of the dissemination of knowledge and we should not accept any fixed hierarchy that claims one is superior to the other.

The mix of knowledge dissemination we engage in varies from one department and institution to another, and varies over the course of our careers. The claims that there are research-intensive and teaching-intensive institutions, and that there are research-intensive and teaching-intensive academic staff, are employers' claims and not ones that academic staff should accept.

Where the employer may see "research" as a noun, manifested in publi-

COMMENTARY TRIBUNE LIBRE

PRESIDENT'S COLUMN

Our International Presence Pays Off



By GREG ALLAIN

I'D LIKE TO START by congratulating our colleagues at Acadia University for the impressive gains they made on many fronts following their recent three-week strike, including improved salaries, workload, research funding and precedent-setting pay equity provisions. I witnessed firsthand during my visit to their picket lines how well organized they were, and the high level of energy and solidarity of all engaged in the strike. Bravo! Collective action and determination do pay off.

I now want to return to a topic first broached in my September column, CAUT's presence on the international front, which was intended as the first instalment of a two-part series. I had to interrupt the sequence to deal with the flawed report of the New Brunswick Commission on Post-Secondary Education, in my October and November columns. So now, back to the international scene.

In recent months, I have had the pleasure of representing CAUT at two international meetings — Education International's World Congress held in Berlin in July and their International Higher Education and Research Conference held last month in Malaga, Spain. The first event is now held every four years, whereas the second is convened every other year.

EI is a global federation representing more than 30 million teachers and education workers through 390 member organizations in 170 countries and territories. With more than 2,000 delegates attending, the Berlin Congress was the largest gathering of educators ever hosted by EI.

Prior to the event, CAUT's associate executive director, David Robinson, was chosen to be a member of EI's resolutions committee, where he played a key role in guiding resolutions to the floor. I had the privilege of presenting a CAUT resolution on fixed-term higher education teaching personnel that sets out rights of contract academic staff. The resolution, initiated by CAUT's contract academic staff committee, was approved unanimously and represents a crucial addition to EI's broad range of policies.

CAUT also played an important role in the forum on public-private partnerships or 3Ps, where we voiced our concerns over ambiguous language in a motion put forward on these models. The motion also called for EI to create a task force on 3Ps and I suggested it would be important to have someone from the higher education sector named to the panel, since the challenges posed by 3Ps in higher education are different from those associated with other education sectors.

At EI's higher education conference in November, David chaired a workshop on combating commercialization and privatization, where delegates passed a motion in

opposition to public-private partnerships in any form. The motion was later ratified by the general assembly and notice sent to the EI executive.

The higher education conference was organized on the overall theme of "The Status of Higher Education Personnel 10 Years after the 1997 UNESCO Recommendation," and coincided with the 10th anniversary of the UNESCO Recommendation Concerning the Status of Higher Education Teaching Personnel. The international agreement established guidelines for the treatment of academic staff, including provisions for the promotion of academic freedom and tenure, for collegial governance, for advancing gender equity and for ensuring decent terms and conditions of employment.

The recommendation, I'm proud to say, came into being largely due to the work of CAUT, and in particular Donald Savage, CAUT's former executive director, and Pat Finn, the executive director of the Carleton University Academic Staff Association.

The importance of this instrument cannot be overstated. In recent months, we've heard from colleagues in Tunisia, Latvia, Uganda and Australia thanking us for taking the lead in developing the recommendation. By all accounts, the recommendation has been a critically important tool in pressuring their governments to respect the academic and employment rights of staff.

In fact, the first ever complaint of a violation of the recommendation has now

been filed with UNESCO on behalf of the National Tertiary Education Union of Australia over the former Liberal government's gross violations of key principles enshrined in the 1997 recommendation. Our Australian colleagues have asked me to convey their heartfelt appreciation for CAUT's commitment to promoting the rights of academic staff around the world. Indeed, we should all be very proud!

Among other topics discussed at the conference were the growing threats to academic freedom largely due to globalization, commercialization and privatization; the challenges posed by OECD initiatives; the importance of promoting the rights of fixed-term staff and early-stage researchers, as well as advancing gender equity; and the responsibility of addressing climate change.

CAUT recognizes the importance of working internationally on the same issues confronting our member associations nationally and locally. I am extremely proud of what we were able to achieve in both Berlin and Malaga and of the opportunity for CAUT delegates to play central and substantive roles. In addition to chairing the key workshop on public-private partnerships for the Malaga conference, David was also asked to present in two different sessions and I had the privilege of chairing the conference panel on recent OECD initiatives. More about those in future Bulletin articles. Stay tuned. ■

LE MOT DU PRÉSIDENT

Notre engagement sur la scène internationale porte ses fruits

Par GREG ALLAIN

J'AIMERAIS pour commencer féliciter nos collègues de l'Université Acadia pour les impressionnants gains qu'ils ont faits sur de nombreux plans par suite de leur récente grève de trois semaines, notamment la majoration des salaires, la réévaluation de la charge de travail, l'accroissement du financement de la recherche et la négociation de dispositions sans précédent en matière de parité salariale. J'ai pu constater par moi-même, lorsque je leur ai rendu visite sur les lignes de piquetage, leur niveau d'organisation élevé de même que la détermination et la force de la solidarité de tous ceux et celles qui ont lutté jusqu'au bout. Bravo! Votre action collective a bel et bien porté ses fruits.

Je veux maintenant revenir sur le sujet que j'ai entamé dans l'édition du *Bulletin* de septembre et qui se voulait le premier volet d'une rubrique en deux parties consacrée à la présence de l'ACPPU sur la scène internationale. J'ai dû cependant reporter le second volet afin de me concentrer, dans mes rubriques d'octobre et de novembre, sur le rapport déficient de la Commission sur l'éducation postsecondaire au Nouveau-Brunswick. Alors revenons maintenant sur la scène internationale.

Au cours des derniers mois, j'ai eu le plaisir de représenter l'ACPPU lors de deux rencontres internationales : le Congrès mondial de l'Internationale de l'Éducation (IE) tenu à Berlin en juillet et la Conférence internationale de l'IE sur l'enseignement supérieur et

la recherche tenue le mois dernier à Malaga, en Espagne. Le congrès a maintenant lieu tous les quatre ans, tandis que la conférence est un événement bisannuel.

L'IE est une fédération mondiale qui représente plus de 30 millions d'enseignants et de travailleurs de l'éducation par l'entremise de 390 organisations membres actives dans 170 pays et territoires. Les plus de 2 000 délégués présents au congrès de Berlin ont fait de cet événement la plus importante réunion de professionnels de l'éducation jamais organisée par l'IE.

Avant la tenue du congrès, le directeur général associé de l'ACPPU, David Robinson, avait été nommé membre du comité des résolutions de l'IE : il a joué un rôle déterminant à ce titre dans la supervision du processus de résolutions au congrès. J'ai eu le privilège de présenter la résolution de l'ACPPU visant à faire reconnaître les droits des membres du personnel enseignant contractuel des établissements d'enseignement supérieur. La résolution, élaborée par le comité du personnel académique contractuel de l'ACPPU, a reçu l'appui unanime des délégués, et elle représente un ajout important à la vaste gamme de politiques de l'IE.

L'ACPPU a également joué un rôle de premier plan dans la discussion sur les partenariats publics-privés (PPP) où nous avons exprimé nos préoccupations sur le libelle ambigu d'une motion concernant les modèles PPP. De plus, comme la motion demandait à l'IE de mettre sur pied un

groupe de travail sur ces partenariats, j'y ai fait valoir l'importance de nommer à cette tribune un représentant du secteur de l'éducation supérieure tant les défis posés par les PPP dans notre secteur sont différents de ceux auxquels sont confrontés les autres secteurs de l'éducation.

À la conférence de l'IE sur l'enseignement supérieur qui s'est tenue en novembre, David a présidé un atelier sur la lutte contre la commercialisation et la privatisation, où les délégués ont adopté une motion contre l'établissement de partenariats publics-privés de toutes formes. La motion a été ensuite ratifiée par l'assemblée générale et transmise au comité exécutif de l'IE.

La conférence a été placée sous le thème général de « La condition des enseignants de l'enseignement supérieur dix ans après l'adoption de la Recommandation de l'UNESCO de 1997 » de sorte à coïncider avec le dixième anniversaire de cette importante résolution internationale. Cette dernière établit des principes directeurs pour assurer un traitement juste et équitable à tous les membres du personnel académique, notamment en favorisant la liberté académique, le régime de la permanence et la gestion collégiale, en faisant la promotion de l'égalité des sexes et en garantissant des conditions de travail satisfaisantes.

La recommandation de l'UNESCO — je suis fier de le souligner — a vu le jour en grande partie grâce à l'apport de l'ACPPU et, en particulier, de Donald Savage, ancien directeur général de l'ACPPU, et de Pat Finn,

directrice générale de l'association du personnel académique de l'Université Carleton.

On ne saurait trop insister sur l'importance de ce texte. Ces derniers mois, d'ailleurs, nous avons reçu des témoignages de reconnaissance de la part de nos collègues de la Tunisie, de la Lettonie, de l'Ouganda et de l'Australie qui nous félicitaient d'avoir pris l'initiative d'une telle mesure. Ils s'accordent tous à reconnaître que la recommandation a servi de catalyseur pour inciter leurs gouvernements à respecter les droits des membres du personnel académique en tant qu'universitaires et en tant qu'employés.

L'UNESCO a récemment été saisie d'une toute première plainte de violation des principes directeurs de la recommandation de 1997, que le syndicat national de l'enseignement supérieur australien NTEU (National Tertiary Education Union) a déposée contre l'ancien gouvernement libéral de ce pays. Nos collègues australiens nous ont demandé de transmettre leurs sincères remerciements en reconnaissance de l'engagement de l'ACPPU à défendre les droits du personnel académique dans le monde entier. De fait, nous avons tous et toutes lieu d'être très fiers!

Parmi les autres sujets qui ont été discutés au cours de la conférence, mentionnons les menaces de plus en plus lourdes que la mondialisation, la commercialisation, et la privatisation en grande partie ont fait

NEWS ACTUALITÉS

LETTERS

Teaching and research not mutually exclusive

I WAS SURPRISED to read Sandy Herschcovis' views on teaching and research, "Teaching Must Not be Trumped by Research" (*Bulletin*, September 2007), and then read Graeme Decarie's reaction "Teaching? What Teaching?" in the November 2007 issue. Do they really believe teaching and research are mutually exclusive activities with no relevance to each

other? Is it not possible to be equally successful as a teacher and a researcher and for each activity to benefit the other? To hear such views from non-academic circles is bad enough!

Jacob Sivak
NSERC Senior Research Chair
Optometry
University of Waterloo

Disconnect

From PAGE A5

cation of various types, we see it as a verb. The dissemination of knowledge is a process, not just a product. In our view, all activities in the dissemination of knowledge require research, some of which may lead to publication of various kinds and some of which particularly benefits students, colleagues and the university and broader communities.

Once we see our activity as the dissemination of knowledge, then the employer's claims about the distinction between teaching and research and the value of teaching-only positions collapses. Teaching without "publication" is possible, but we should all be trying to do "research" as part of high-quality teaching. There are

many other implications as well.

Since experienced contract academic staff have successfully engaged in the dissemination of knowledge in different forms, why shouldn't we be converted into continuing academic positions, either full-time or part-time? Since we have been considered good enough to work on a contract basis, and since we do have potential to grow professionally, then why shouldn't we get continuing appointments without being accused of coming through the back door? ■

Cindy Oliver, Anne Skoczylas, Brenda McLean, Geoff Martin, George Davison, Sandra Hoenle and Petra Ganzenmueller are members of CAUT's executive-appointed contract academic staff committee.

The views expressed are those of the authors and not necessarily CAUT.

Towers of Wealth, Towers of Debt

IRONICALLY, both the wealth and the debt of Canadian universities have reached record levels.

Latest figures from the Canadian Association of University Business Officers reveal the net value of all endowments has grown to \$10.4 billion — a 55 per cent increase from the \$6.7 billion reported in 2002. The University of Toronto has the largest endowment, surpassing \$1.8 billion.

That nest egg generates further average annual assets worth \$1 billion, largely for Canada's eight biggest universities, which account for half the total value of all endowments.

In a separate study, valuing endowments by the amount invested as opposed to pledged, Standard and Poor's lists universities by the size of endowment per full-time student enrolled. Queen's University tops that list at nearly \$32,000 for every full-time student enrolled. McGill is second with a per-student fund worth \$28,692.

They are followed by the University of Toronto with \$27,055 per student, the University of British Columbia at \$26,471, and McMaster University at \$20,289.

The CAUBO survey, which tracked 69 universities, attributes the rapid upswing in endowments since 2002 to ambitious efforts to raise money (\$2.3 billion) coupled with improvements in investment return (\$3.4 billion).

But despite the collective wealth of endowment funds, university debt has also skyrocketed.

A recent report issued by the Dominion Bond Rating



Queen's University is home to one of Canada's largest educational funds, with an endowment recently valued at \$460 million.

Service found 13 Canadian universities owe more than \$3 billion in long-term loans.

Most of the debt is attributed to renovation and construction projects, along with refinancing of

existing debt. Typically, universities rely on operating revenues to pay down debt, while using endowment funds to support research and teaching positions and fund scholarships and bursaries. ■

Les fonds de dotation universitaires : une riche source de revenus

LE CONSTAT est ironique et paradoxal : les avoirs et les dettes des universités canadiennes ont tous deux atteint des niveaux records.

Les derniers chiffres publiés par l'Association canadienne du personnel administratif universitaire (ACPAU) révèlent que la valeur nette de tous les fonds de dotation a grimpé à 10,4 milliards de dollars, ce qui représente une augmentation de 55 % par rapport au total de 6,7 milliards enregistré en 2002. L'Université de Toronto possède le fonds de dotation le plus important évalué à 1,8 milliard de dollars.

Ce pécule génère en moyenne des actifs annuels additionnels de 1 milliard de dollars, que se partagent en grande partie les huit plus grandes universités du Canada et qui constitue la moitié de la valeur totale des fonds de dotation.

Dans une étude distincte où

elle évalue les fonds de dotation selon le montant investi par rapport au montant promis, l'Agence de cotation Standard and Poor's dresse la liste des universités en fonction de la taille de leur fonds pour chaque étudiant inscrit à plein temps. L'Université Queen's (photo ci-haut) se classe au premier rang avec près de 32 000 \$ par étudiant inscrit à plein temps. McGill arrive deuxième avec un fonds de dotation dont la valeur par étudiant s'élève à 28 692 \$.

Puis suivent l'Université de Toronto (27 055 \$ par étudiant), l'Université de la Colombie-Britannique (26 471 \$) et l'Université McMaster (20 289 \$).

Selon l'ACPAU, dont l'enquête a porté sur les placements de 69 universités, la forte et rapide augmentation des fonds de dotation observée depuis 2002 tient à la fois aux efforts assidus déployés pour recueillir des fonds (2,3 milliards de

dollars) et aux meilleurs rendements obtenus sur les placements (3,4 milliards de dollars).

Mais malgré l'ampleur globale de leurs fonds de dotation, les universités connaissent une envolée sans précédent de leur dette.

Dans un récent rapport, la Dominion Bond Rating Service relève que 13 universités canadiennes doivent plus de 3 milliards de dollars en emprunts à long terme.

La plus grande partie de la dette est liée à la réalisation de travaux de rénovation et de construction ainsi qu'au refinancement de la dette existante. De façon générale, les universités utilisent, d'une part, leurs recettes de fonctionnement pour rembourser leur dette et, d'autre part, leur fonds de dotation pour financer les programmes de recherche et d'enseignement et les bourses d'études. ■



A CAUT FORUM FOR ABORIGINAL FACULTY

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- working conditions specific to aboriginal faculty and other work and employment issues that affect aboriginal faculty
- the role of faculty associations in representing the interests of aboriginal faculty members
- career development and mentoring for younger faculty
- student issues (i.e., discussion of how to get more aboriginal students to consider graduate work and teaching)
- institutional attitudes and barriers
- community relations (i.e., the aboriginal communities' engagement with colleges and universities)
- collegial issues (among and between aboriginal and non-aboriginal faculty)
- the role of indigenous knowledge in teaching and research

SPEAKERS

Jo-ann Archibald, Associate Dean for Indigenous Education, University of British Columbia

Richard Atleo, a hereditary chief who served as co-chair of the Scientific Panel for Sustainable Forest Practices in Clayoquot Sound and as head of the First Nations Studies Department, Malaspina University College.

Corinne Jetté, Former Director of Native Access to Engineering, Concordia University

Dan McDonald, Professor of First Nations Studies, Malaspina University College

David Newhouse, Chair of Native Studies and Director of First Peoples' House of Learning, Trent University

Charlotte Ross, Coordinator of Academic Programs for Aboriginal Students, University of Saskatchewan

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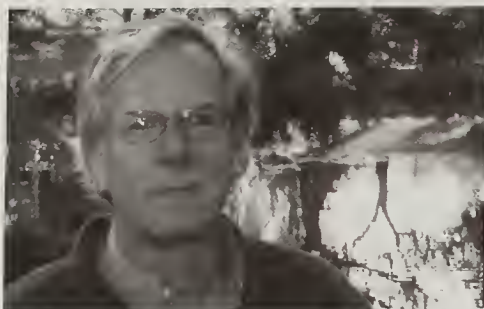
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NEWS ACTUALITÉS



Royal Roads Faculty Association Joins CAUT

ROYAL ROADS University Faculty Association is the newest member of CAUT, following acceptance of its application at the November CAUT Council meeting. The Victoria, British Columbia-based faculty association, which represents about 40 full-time faculty and librarians, won union certification two years ago and negotiated its first collective agreement in 2006.

"We're very pleased Royal Roads University Faculty Association has joined our federation," said CAUT executive director James Turk. "RRUFA has done a remarkable job in a relative short period of time to

Rick Kool, president of Royal Roads University Faculty Association, CAUT's newest member association.

improve the lot of academic staff."

Royal Roads University was created by special act of the B.C. Legislature in 1996 and offers undergraduate, graduate and executive programs in applied and professional fields.

RRUFA is the second faculty association to become part of the CAUT network in 2007 and joins other recent new members such as St. Mary's University College Faculty Association and Huron University College Faculty Association. ■

Royal Roads : l'ACPPU salue l'adhésion d'un nouveau membre

ASON ASSEMBLÉE de novembre dernier, le Conseil de l'ACPPU a approuvé la demande d'adhésion de l'association du personnel académique de l'Université Royal Roads (RRUFA).

Basée à Victoria en Colombie-Britannique, la nouvelle association membre de l'ACPPU, qui représente une quarantaine de professeurs, professeurs et bibliothécaires à temps plein, a obtenu son accréditation syndicale il y a deux ans et a négocié sa première convention collective en 2006.

« Nous sommes très heureux d'accueillir la RRUFA dans nos rangs », a déclaré le directeur général de l'ACPPU, James Turk. « Cette association a accompli un travail remarquable en très peu de temps dans le plus grand intérêt du personnel académique. »

L'Université Royal Roads a été créée en 1996 en vertu d'une loi spéciale de l'Assemblée législative de la Colombie-Britannique. Elle offre des programmes de premier cycle, de cycles supérieurs et

Rick Kool (à gauche), président de l'association du personnel académique de l'Université Royal Roads.

des programmes pour cadres dans diverses disciplines appliquées et professionnelles.

La RRUFA est la deuxième association à se joindre au réseau de l'ACPPU en 2007, auquel ont aussi adhéré récemment les associations du personnel académique du Collège universitaire St. Mary's et du Collège universitaire Huron. ■

CALL FOR NOMINATIONS / APPEL DE CANDIDATURES

CAUT Executive Committee

Nominations are being sought for election to the CAUT Executive Committee. Individual affiliated members and associate members of CAUT are entitled to run for any vacant position and to make nominations. Elections will take place at the CAUT Council meeting in Ottawa in April 2008.

Position Vacancies

President. Responsible for guiding the affairs of the association between meetings of Council and for ensuring that policies approved by Council are implemented. Nominees for president should have considerable experience in academic staff association affairs at the local level.

Vice-President. Responsible for assisting the president with his or her responsibilities and undertaking other duties as decided by the executive committee.

Treasurer. Responsible for the preparation of draft budgets and financial statements and for ensuring proper controls remain in place to ensure the financial integrity of the association.

Three Members-at-Large. Responsible for undertaking duties as decided by the officers and the executive committee.

Chair, Collective Bargaining and Economic Benefits Committee. Responsible for chairing the CBEC and undertaking other duties as decided by the officers and the executive committee. A nominee for the position of chair of CBEC should have considerable experience in collective bargaining and shall normally have served at least one year on the committee.

Chair, Librarians' Committee. Responsible for chairing the Librarians Committee and undertaking other duties as decided by the officers and the executive committee. A nominee for the position of chair of the Librarians' Committee should have considerable experience representing the interests of librarians and knowledge of relevant policy matters, and shall normally have served at least one year on the committee.

Term of Office

The term of office of the president, vice-president and executive committee members-at-large is one year. The term of office of the treasurer and committee chairs is two years.

Nomination Procedure

Nominations should be sent to:
William Bruneau
Chair, Elections and Resolutions Committee
Canadian Association of University Teachers
2705 Queensview Drive
Ottawa, Ontario K2B 8K2
Fax: (613) 820-7244

Nominators should include:

- (1) a letter of nomination;
- (2) a brief statement of why the nominator feels the nominee is qualified to serve;
- (3) the agreement of the nominee to serve if elected; and
- (4) a completed copy of the standard information form available at www.caut.ca.

Nomination Deadline 1 March 2008

Note: Information on release time is available at www.caut.ca/en/policies/release.asp.

Notre engagement

suite de la PAGE A6

peser sur la liberté académique, les défis posés par les initiatives de l'OCDE, l'importance de promouvoir les droits du personnel engagé à durée déterminée et des chercheurs en début de carrière, la promotion de l'égalité des sexes, ainsi que les responsabilités qui s'imposent face au changement climatique.

L'ACPPU reconnaît qu'il est important de se mobiliser à l'échelle internationale sur les mêmes enjeux auxquels nos associations membres

font face à l'échelle nationale et locale. Je suis très fier des accomplissements que nous avons réalisés tant à Berlin qu'à Malaga, de même que le rôle central et déterminant que les délégués de l'ACPPU ont pu y jouer. En plus d'avoir présidé l'atelier stratégique sur les partenariats publics-privés à la conférence de Malaga, David a été invité à présenter des exposés dans deux séances différentes. Et moi j'ai eu le privilège de présider le groupe de travail sur les récentes initiatives de l'OCDE. En bref, il y a là ample matière pour de futurs articles du Bulletin. Restez à l'écoute! ■

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Comité de direction de l'ACPPU

Nous sollicitons des candidatures à des postes au sein du Comité de direction de l'ACPPU. Les membres affiliés individuels et les membres associés de l'ACPPU ont le droit de se présenter comme candidat ou candidate et de présenter des candidatures. Les élections se tiendront à l'occasion de l'Assemblée du Conseil qui aura lieu à Ottawa en avril 2008.

Les postes vacants

La présidence. La personne élue est responsable de la direction des affaires de l'association entre les assemblées du Conseil et elle s'assure que les directives approuvées par le Conseil sont mises en œuvre. Les candidats et candidates à la présidence doivent posséder une expérience considérable en matière d'associations de personnel académique à l'échelle locale.

La vice-présidence. La personne élue aide la présidente ou le président à s'acquitter de ses responsabilités et à entreprendre d'autres tâches définies par le Comité de direction.

Le trésorier. La personne élue est responsable de la préparation des projets de budgets et d'états financiers. Elle veille à la bonne gestion des affaires pour assurer l'intégrité financière de l'association.

Trois membres ordinaires. Les membres ordinaires doivent exercer les fonctions définies par les dirigeants et le Comité de direction.

La présidence du Comité de la négociation collective et des avantages économiques. Le titulaire doit présider le CNCAE et entreprendre d'autres tâches définies par les dirigeants et le Comité de direction. Les candidats et candidates à ce poste doivent avoir une expérience considérable en négociation collective et doivent normalement avoir siégé au moins un an au sein du comité.

La présidence du Comité des bibliothécaires. Le titulaire doit présider le Comité des bibliothécaires et entreprendre d'autres tâches définies par les dirigeants et le Comité de direction. Les candidats et candidates à ce poste doivent avoir une expérience considérable dans la représentation des intérêts des bibliothécaires et une connaissance des questions relatives aux politiques, et doivent normalement avoir siégé au moins un an au sein du comité.

Mandat

Le mandat de la présidence et de la vice-présidence de même que des membres ordinaires du Comité de direction est d'un an. Le mandat du trésorier et des présidents des comités est de deux ans.

Méthode de mise en candidature

Prêre d'adresser les candidatures à :
M. William Bruneau, président
Comité des élections et résolutions
Association canadienne des professeurs et professeurs d'université
2705, promenade Queensview
Ottawa (Ontario) K2B 8K2
Télé. : (613) 820-7244

Les pièces suivantes doivent accompagner les mises en candidature :

- (1) une lettre de mise en candidature;
- (2) une brève déclaration expliquant pourquoi la personne qui présente le candidat ou la candidate estime qu'il ou elle possède les qualités voulues;
- (3) l'accord du candidat ou de la candidate de siéger au sein du comité advenant son élection;
- (4) une copie du formulaire d'information réglementaire, dûment rempli, disponible sur le site www.acppu.ca.

La date limite 1^{er} mars 2008

Les renseignements au sujet du décalage se trouvent à : www.acppu.ca/fr/policies/release.asp.

Canadian Association of University Teachers
Association canadienne des professeurs et professeurs d'université



CAREERS CARRIÈRES

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A

■ **ACCOUNTING** — Saint Mary's University. The Department of Accounting in the Sobey School of Business at Saint Mary's University invites applications for a tenure track position at the Assistant or Associate Professor level. The Appointment will commence July 1, 2008. A tenure-track appointment requires strong teaching and research credentials, with an earned doctorate in hand or nearing completion at the time of appointment. A professional accounting designation is also highly desirable. Candidates with substantially equivalent qualifications and experience may also be considered. Familiarity with emerging issues and the ability to teach in the Financial Reporting area, especially at the intermediate and Advanced level, is expected to be an important consideration in appointment. Saint Mary's is a public university with approximately 7500 students, offering a variety of undergraduate and graduate degrees, including a PhD in Management.

The Sobey School of Business is housed in a new facility, fully compatible with the latest advances in information technology. With 70 full-time faculty and an enrollment of approximately 2,500 students pursuing undergraduate, masters, and doctoral degrees, it is the largest business programme in Atlantic Canada. In addition to being nationally known for its excellence in undergraduate teaching, the School has also established an outstanding research record and a reputation for its international outreach. In recognition of its efforts, the School was granted AACSB accreditation during 2004. Halifax is a cosmopolitan city of over 350,000, and is widely regarded as a centre of education, innovation, health care, government and distribution. The city and its environs offer an exceptionally good quality of life. The Department of Accounting has a full-time teaching complement of thirteen, supported by approximately ten part-time instructors per semester. A very wide range of courses in Financial and Managerial Accounting, Auditing, Information Systems,

Taxation, International Accounting and Commercial Law are offered at both the undergraduate and graduate level. The Department graduates well over 100 accountants each year and enjoys close cooperation with several prominent professional accounting associations. All qualified candidates are encouraged to apply, however, Canadians and permanent residents will be given priority. Saint Mary's University is committed to the principles of employment equity. Applicants should submit a letter of application, curriculum vitae and the names and full contact information of three referees to Dr. Peter Second, Chair, Department of Accounting, Sobey School of Business, Saint Mary's University, Halifax, NS, B3H 3C5; Fax (902) 420-5011 or by email to the Department of Accounting at Peter.Second@smu.ca. More information about the University may be found at www.smu.ca. The closing date for applications is January 15, 2008, or when the position is filled.

■ **ACCOUNTING** — University of Alberta. Applications are invited for a full-time position in Accounting, beginning July 1, 2008.

An appointment at the assistant professor position is anticipated, but appointments at other ranks will be considered. Salary and rank depend on experience and qualifications, which must include a PhD or equivalent, completed or nearly so. The Department of Accounting & MIS and the School of Business expect a strong research contribution and excellent teaching from all faculty members. The competition remains open until the position is filled. Send applications and resumes to Peter Tieszen, Chair, Department of Accounting & MIS, School of Business, University of Alberta, Edmonton, AB, Canada T6G 2R6, fax 780-492-3325, email peter.tieszen@ualberta.ca. All qualified candidates are encouraged to apply, however, Canadians and permanent residents will be given priority. If suitable Canadian citizens or permanent residents cannot be found, other individuals will be considered. The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.

■ **ACCOUNTING** — University of Waterloo. The University of Waterloo invites applications for tenured or tenure-track positions in Accounting. We welcome applications from candidates for appointments beginning July 1, 2008 or thereafter. Rank and field are open, but we are especially interested in candidates with teaching interests. In addition, financial reporting or tax. Candidates for a tenured position should have established reputations for high-quality research and teaching, and an interest in contributing to our PhD program, the largest of its kind in Canada. Candidates for Assistant Professor should have a completed or nearly completed PhD, and should demonstrate the potential for high-quality research and teaching. The University of Waterloo consistently ranks as a leading comprehensive university in Canada and an innovator in education and research. It is located in Waterloo, Canada (designated as the 2007 Intelligent Community of the Year by the Intelligent Community Forum) and a one hour drive from Toronto, Canada's financial and cultural capital. The School of Accounting offers a stimulating environment for research and teaching and promotes intellectual curiosity and growth. Our highly regarded and unique undergraduate and graduate programs attract top students from across Canada. The School of Accounting's award-winning faculty includes active researchers using archival, experimental and analytical techniques to study a broad spectrum of accounting and finance issues. Our faculty conduct noteworthy research and are on the editorial boards of leading scholarly journals. Our collaborative environment encourages faculty members to help each other reach their maximum potential. For details about our faculty and programs please visit: <http://accounting.uwaterloo.ca>. We encourage applications from all qualified individuals, including women, members of visible minorities, native peoples and persons with disabilities. To apply, please send a curriculum vitae and research sample, preferably electronically. In addition, three referees should send letters directly to: lois@uwaterloo.ca. Alternatively, paper applications may be sent to: The Director, c/o Lori Laroche, Administrative Assistant, School of Accountancy, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1. Review of applications will start from December 2007 and will continue until the positions are filled.

■ **AMERICAN LITERATURE** — Université Laval. The Département des littératures invite applications for an open rank tenure stream position in American literature. Responsibilities: 1. Teaching American literature at the undergraduate and graduate level (language of instruction: English); 2. Supervising master's theses and doctoral dissertations; 3. Pursuing research in American literature; 4. Contributing to the administration of programs related to the teaching of English literature; 5. Participating in Departmental and university activities. Selection Criteria: 1. PhD in English literature for the relevant field; 2. Excellent command of oral and written English; 3. Academic excellence in American literature; 4. Relevant publications; 5. Ability to teach American literature as a generalist at the undergraduate level; 6. Good knowledge of French and perfect command of oral and written English; 7. Aptitude for teamwork; 8. Interest in teaching in a second language environment. An interest in comparative literature and an ability to make links between Canada's area of specialization and contemporary culture would be assets. Starting date for the position: July 1, 2008. Please send a letter of application, a curriculum vitae, three recent letters of reference, and a published article by February 15, 2008 to: Monsieur François Demers, Directeur, Département des littératures, local 3307, Pavillon Charles-De Koninck, Université Laval, Québec City, Québec, G1V 0A6. No electronic applications will be accepted. All documents must be sent by the date indicated; all incomplete applications will be rejected. In compliance with its Employment Equity Program, Université Laval is committed to filling one half of its vacant positions with women. In accordance with Canadian Immigration requirements, priority for this position will be given to Canadian citizens and permanent residents of Canada.

■ **ANTHROPOLOGY** — University of Guelph. The University of Guelph invites applications for a tenure track appointment in Anthropology. The appointment will commence July 1, 2008. The successful candidate will have conducted field research in the area of economic development in one or more countries and will have publications in internationally recognized academic journals. The ideal candidate will have at least an undergraduate specialization in Economics and a PhD in anthropology, political science, sociology or a related discipline. A Latin American specialization in Africa, Asia or Latin America is preferred. The candidate should have a strong commitment to excellence in teaching and will contribute to the undergraduate and graduate programs in International Development Studies at Guelph as well as to either Sociology/Anthropology or to Political Science. Inquiries and applications should be directed to the Associate Dean of Social and Applied Human Sci-

Advertising Deadlines 2007-2008 Dates limites

Deadlines to place, change, renew, or cancel your advertising material in the printed CAUT Bulletin are listed below. Ad space closes approximately three weeks prior to publication date. Ad placement deadlines are also the materials due dates. Copy changes, art changes, cancellations, late postings or renewals will generally not be accepted after an ad deadline, and none should be presumed executed without acknowledgment from the Bulletin.

Les dates limites pour réserver, modifier, renouveler ou annuler une annonce à publier dans le Bulletin de l'ACPPU sont indiquées ci-après. L'échéance des annonces précède d'environ trois semaines la date de parution. Les dates limites des annonces sont aussi les dates de soumission du texte publicitaire. De façon générale, la rédaction du Bulletin n'acceptera pas les modifications au texte et aux illustrations, les annulations, les renouvellements ni le matériel soumis en retard après la date limite des annonces. Il ne peut être présumé que l'une ou l'autre de ces requêtes a été exécutée sans la confirmation expresse de la rédaction du Bulletin.

ISSUE \ NUMÉRO	AD DEADLINE \ DATE LIMITE	PUBLICATION DATE DE PARUTION
September 2007 septembre	August 08 août 2007	August 30 août 2007
October 2007 octobre	September 05 septembre 2007	September 27 septembre 2007
November 2007 novembre	October 03 octobre 2007	October 25 octobre 2007
December 2007 décembre	November 07 novembre 2007	November 29 novembre 2007
January 2008 janvier	November 28 novembre 2007	December 20 décembre 2007
February 2008 février	January 09 janvier 2008	January 31 janvier 2008
March 2008 mars	February 06 février 2008	February 28 février 2008
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Publisher's Statement

The CAUT Bulletin will not accept advertisements from for-profit post-secondary institutions or job advertisements restricting applications on grounds of race, national origin, religion, colour, sex, age, marital status, family status, ethnicity, disability, sexual preference, social origin, or political beliefs or affiliation. CAUT expects that all positions advertised in the Bulletin are open to both men and women. Advertisements using restrictive language will not be accepted except when the language is consistent with human rights legislation. Where any bona fide reasons for exemption from general policy stated above exist, it is the responsibility of the institution which intends to place a restrictive advertisement to provide the Editor of the Bulletin with a statement as to these reasons.

As a service to CAUT members interested in positions available in other countries, the Bulletin accepts advertisements for these positions. The view of academic freedom and the extent to which it is protected in other countries may vary. Except in the case of the United States, where the American Association of University Professors (AAUP) investigates alleged violations of academic freedom, there is no method by which we can provide any verifiable information concerning the state of academic freedom at institutions outside of Canada. CAUT publishes a list of colleges and universities endorsed by AAUP twice a year. Further information about those censures can be obtained by writing to AAUP, 500-1012 14th St. NW, Washington, DC 20005-3465; tel: (202) 737-5990 or visit www.aaup.org.

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Déclaration de l'éditeur

Le Bulletin de l'ACPPU n'accepte ni les publicités des établissements postsecondaires à but lucratif ni les offres d'emploi qui restreignent les candidatures pour des raisons de race, d'origine raciale, de religion, de couleur, de sexe, d'âge, d'état civil, de situation familiale, ethniques, d'incapacité, d'orientation sexuelle, d'origine sociale ou de convulsions ou d'attachés politiques, générales. L'ACPPU s'attend à ce que tous les postes annoncés dans le Bulletin soient offerts aux hommes et aux femmes. Les annonces utilisant un langage restrictif ne sont pas acceptées à moins qu'elles ne soient conformes à la Loi sur les droits de la personne. Il incombe à l'établissement qui a l'intention de faire paraître une annonce restrictive de fournir à la rédaction du Bulletin une déclaration énonçant ces raisons.

Le Bulletin accepte les offres d'emploi à l'extérieur du Canada à titre de service pour les membres de l'ACPPU qui pourraient être intéressés. La perception de la liberté académique et son degré de protection peuvent varier d'un pays à l'autre. À l'exception des États-Unis, où l'American Association of University Professors enquête sur des prétendues violations de la liberté académique, il n'existe aucune méthode nous permettant de vérifier la situation de la liberté académique dans les établissements postsecondaires étrangers. Deux fois par année, l'ACPPU publie une liste des collèges et des universités faisant l'objet de censure par l'AAUP. Pour obtenir des renseignements supplémentaires sur ces censures, écrire à l'AAUP, 500-1012 14th St. NW, Washington, DC 20005-3465; tel: (202) 737-5990, ou de visiter www.aaup.org.

CAUT ACPPU
BULLETIN

CAREERS CARRIÈRES

ences and Chair of the Selection Committee. All applicants must submit a statement of interest, curriculum vitae, sample course evaluations, and arrange for three letters of reference to be sent directly (in confidence) to the attention of the Secretary to the Associate Dean, College of Social and Applied Human Sciences, Room 105, Macdonald Institute, University of Guelph, Guelph, Ontario, N1G 2W1E. E-mail: sbrimmer@uoguelph.ca; Fax: 519-766-4797. Website: <http://www.caahs.uoguelph.ca>. The University of Guelph is committed to an employment equity program that includes special measures to achieve diversity among its faculty and staff. We therefore particularly encourage applications from qualified Aboriginal Canadians, persons with disabilities, members of visible minorities and women. All qualified candidates are encouraged to apply, however, Canadian and permanent residents will be given priority.

■ ANTHROPOLOGY — University of Victoria. The Department of Anthropology, University of Victoria, invites applications for a tenure-track position in the area of Biological Anthropology. The appointment, effective July 1, 2008, will be made at the rank of Assistant Professor. Candidates must have a PhD in hand, as well as demonstrated ability to attract external research funding in one or more of the following areas: paleopathology, paleoanthropology, paleoanatomy, paleodermatology, functional

morphology, growth and development. Teaching experience is preferred. Candidates must be able to teach osteology and introductory biological anthropology, as well as courses in their area of specialization. We are seeking an individual who will be an enthusiastic participant in the development of a doctoral program in Anthropology at UVic, which will be based on the following themes: evolution and ecology, health and inequality, and indigenous peoples. Applications must include a cover letter describing the applicant's qualifications, a current CV, the names and complete contact information of three references, copies of selected relevant publications and summaries of teaching evaluations, where available by January 15, 2008 to: Dr. Warren Magnusson, Acting Chair, Department of Anthropology, University of Victoria, PO Box 3050, Victoria, BC, V8W 3P5; Telephone: 250-721-7057 (Acting Chair); 250-721-7046 (Department Secretary); E-mail: anthone@uvic.ca (Acting Chair); anth.magnusson@uvic.ca (Department Secretary). Web: <http://anthropology.uvic.ca/>. The University of Victoria is an equity employer and encourages applications from women, persons with disabilities, visible minorities, Aboriginal Peoples, people of all sexual orientations and genders, and others who may contribute to the further diversification of the University. All qualified candidates are encouraged to apply, however, in accordance with Canadian immigration requirements, Canadians and permanent residents will be given priority.

■ ANTHROPOLOGY — McMaster University. The Department of Anthropology at McMaster University invites applications for a few-term faculty position in Cultural Anthropology at the Assistant Professor level, effective July 1, 2008. The ideal candidate will complement the department's commitment to critical, empirical research and the cultural anthropology section's emphasis on the relationships between culture, power, and representation. We especially welcome applicants doing research in an ethnographically grounded manner with questions relating to the politics of culture, history, identity, and their representations. Subjects in this concentration could include: cultural perspectives on memory, event, and time; cultural practices of exploring pasts and imagining futures; the intersection between religion and identity; social justice, and the politics of commemoration. The successful candidate will be well versed in social theory and innovative yet grounded methodologies. Geographical area is open, although preference will be given to candidates with transnational interests and areas of specialization that complement current faculty strengths. The candidate selected for this position will be expected to teach undergraduate lecture and seminar courses in cultural anthropology, contribute to MA and PhD teaching and supervision, carry out an active research program leading to peer-reviewed publications, and take on administrative responsibilities. The candidate hired will be joining a department with graduate pro-

grams in cultural anthropology, archaeology, biological anthropology, and the anthropology of health, and with a strong tradition of collegiality and collaboration. Preference will be given to candidates whose research complements and extends the department's current strengths. All qualified candidates are encouraged to apply, however, Canadian citizens and permanent residents will be considered first for this position. McMaster is strongly committed to employment equity within its community and to recruiting a diverse faculty and staff. The University encourages applications from all qualified candidates, including women, members of visible minorities, Aboriginal persons, members of sexual minorities, and persons with disabilities. Applications should include a curriculum vitae, the names and addresses (including email) of three referees, a statement of research interests and plans, and a statement of teaching philosophy and should be sent in electronic format, though an additional hard copy may be sent by regular mail. Letters of application should address how candidates are prepared to engage in the supervision of graduate students. Submit applications to: Aubrey Cannon, Chair, Department of Anthropology, McMaster University, 1280 Main Street West, Hamilton, ON, Canada, L8S 4L9. Tel: (905) 525-9140, ext. 25920; Fax: (905) 522-5993; E-mail: canna@mcmaster.ca. The Department will begin reviewing from November 30th, until the position is filled.

■ ANTHROPOLOGY — University of Toronto. The Department of Anthropology, University of Toronto invites applications for a full-time tenure stream position in the anthropology of complex societies with a focus on Latin America. The appointment will be at the rank of Assistant Professor and will begin on July 1, 2008. Applicants should have a PhD in anthropological archaeology at the time of application (or shortly thereafter). The successful candidate will be expected to demonstrate excellence in current research, and show the potential to develop an independently funded research program and excellence as an undergraduate instructor and graduate supervisor. The University of Toronto has a vibrant Latin American Studies Program and offers the opportunity to teach, conduct research, and live in one of the most diverse cities in the world. Toronto is home to the Royal Ontario Museum, which has an active New World Archaeology program. The successful candidate will join the faculty of a newly created Archaeology Centre in the University. Salary to be commensurate with qualifications and experience. Applications, including a full CV, writing sample, and teaching dossier, should be sent to the Office of the Chair, Department of Anthropology, 19 Russell Street, University of Toronto, Toronto, Canada M5S 2S2. The closing date for applications is December 7, 2007. Please arrange for three letters of reference to be sent to the above address, under separate cover, to arrive by the closing date. The University of Toronto is strongly

committed to diversity within its community and especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, and members of sexual minority groups, and others who may contribute to the further diversification of ideas. All qualified candidates are encouraged to apply, however, Canadians and permanent residents will be given priority.

■ ANTHROPOLOGY — Saint Mary's University. The Department of Anthropology at Saint Mary's University invites applications for a tenure-track position in archaeology at the entry-level to senior level, beginning or starting 1 July 2008. Applicants should have a PhD or be near completion. The Department is seeking an individual with a research background in archaeology who is committed to excellence in undergraduate teaching. The successful candidate will be expected to teach archaeology at the introductory level to develop upper level courses in his/her area of specialization, to contribute to curriculum development at department and institutional levels, and to establish a solid program of research and publication. We particularly invite applications from individuals who are able to reach out through public outreach, community involvement in Archaeology, field schools, and student experiential learning. We welcome applications from individuals who are conversant across sub-disciplines of Anthropology and who are positioned to contribute to the University's interdisciplinary programs. Applicants should submit a letter of application, a curriculum vitae, a teaching dossier including evidence of teaching effectiveness, a sample of recent scholarly writing, graduate school transcripts, and names and contact information of three referees to: Dr. Shelley Tulloch, Chairperson, Department of Anthropology, Saint Mary's University, Halifax, Nova Scotia, B3H 3C3. Electronic applications may be submitted to Ms. Monica Lewis: monica.lewis@smu.ns.ca. The closing date for applications is 14 January 2008. All qualified candidates are encouraged to apply, however, Canadians and permanent residents will be given priority. Saint Mary's University is committed to principles of employment equity. The mission of Saint Mary's University is to offer undergraduate, graduate, and continuing education programs to both full-time and part-time students; to carry out research and disseminate its results; and to serve the community at the local, regional, national, and international levels. In carrying out its mission, Saint Mary's is guided by a commitment to accessibility, diversity, and the provision of a positive and supportive learning environment. It attaches high priority to promoting the personal as well as intellectual development of students, to encouraging engagement with global issues, and to fostering the spirit of critical inquiry through the effective integration of teaching and research.

■ ANTHROPOLOGY/SOCIOLOGY — Sir Wilfrid Grenfell College. Please see our display ad in the issue for details.

■ APPLIED MATHEMATICS — University of Waterloo. The Department of Applied Mathematics, University of Waterloo, invites applications for a tenure-track faculty position in the area of Fluid Dynamics, to begin on or after July 1, 2008. Appointment at the Assistant or Associate Professor level is preferred, but extraordinarily strong candidates would be considered for a Full Professor position. Salary will be commensurate with experience and research record. The department currently has three faculty members in Environmental and Physical Fluid Dynamics and faculty in Computational Mathematics with an interest in Computational Fluid Dynamics. We seek an individual who will complement current activity in the department. Candidates should exhibit potential for outstanding research, and should have a strong mathematical background. We are looking for applicants with enthusiasm for the supervision of graduate students and for teaching at both the undergraduate and graduate level. Applicants should send a curriculum vitae (including a statement of research interests and teaching philosophy) and the names and addresses of at least three referees to K.C. Lamb, Chairman, Department of Applied Mathematics, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1, (reference letters should not be sent at this stage). The deadline for receiving applications is December 1, 2007. Applications received after this date will be considered until the position is filled. The Department of Applied Mathematics is part of the Faculty of Mathematics, which is a major centre for research in the mathematical sciences. The Faculty also includes the Department of Pure Mathematics, the Department of Combinatorics and Optimization, the Department of Statistics and Actuarial Science, as well as the School of Computer Science. We maintain close ties with the Faculties of Science and Engineering regarding both research and teaching, and offer a joint undergraduate program in Mathematical Physics with the Department of Physics. Further information about the Department may be obtained from our webpage at www.math.uwaterloo.ca. The Dept. of Applied Mathematics encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. All qualified candidates are encouraged to apply, however, Canadians and permanent residents will be given priority.

■ APPLIED MATHEMATICS — University of Waterloo. Applications are invited for a tenure-track faculty position in the Department of Applied Mathematics at the University of Waterloo, in the field of Stochastic Processes in Mathematical Biology or Mathematical Medicine, to begin on or after July 1, 2008. The position is at the Assistant Professor level and salary will be commensurate with experience and research record. In exceptional cases, an appointment at a higher level may be possible. We are looking for someone who would complement current activity in the department. Candidates should show evidence of outstanding potential in research and should have a strong background in mathematics. We are looking for applicants with enthusiasm for the supervision of graduate

Nanotechnology

In 2005, the University of Waterloo launched the first undergraduate nanotechnology engineering program in Canada.

We are now well on our way to becoming Canada's leading centre for nanotechnology teaching and research.

Waterloo is establishing a nanotechnology institute



Our new nanotechnology institute will co-ordinate the research activities of nearly 35 faculty members and facilitate the offering of a multidisciplinary graduate program. Three departments in two faculties are currently collaborating in this initiative: Chemical Engineering, Electrical and Computer Engineering, and Chemistry. In addition, a number of other departments have developed considerable strength in nanotechnology research, notably Mechanical and Mechatronics Engineering.

Research efforts have been aided by a major CFI infrastructure grant contributing to a total value of \$50 million. The nanotechnology institute will share a new \$120 million, 250,000-square-foot facility with the Institute for Quantum Computing at Waterloo.

We have received gifts which have enabled us to create three endowed chairs as well as a large endowment for graduate fellowships. There is also a Tier 1 Canada Research Chair in nanotechnology yet to be allocated.

Scientific Director

We are seeking a top-ranked researcher in any aspect of nanotechnology to provide overall scientific leadership and direction of our new institute. Applicants should have qualifications consistent with an appointment as a tenured full professor in one or more relevant departments. The scientific director will be offered an endowed chair.

Research Chairs

We invite applications from outstanding researchers in any area of nanotechnology with qualifications consistent with an appointment as a tenured full professor in any department in the Faculty of Engineering for a Tier 1 Canada Research Chair and two endowed chairs.

Other faculty positions in nanotechnology

There are approximately 10 nanotechnology-related faculty positions at all levels in Chemical Engineering, Electrical and Computer Engineering, and Chemistry yet to be filled. We invite applications from interested candidates at all levels.



For more information on these opportunities, please contact
Dr. Adel Sedra – Dean of Engineering – sedra@uwaterloo.ca
www.engineering.uwaterloo.ca

The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. All qualified individuals are encouraged to apply, however, Canadians and permanent residents will be given priority.

CAREERS CARRIÈRES



Tenure-Track Positions The University of British Columbia — Okanagan

OKANAGAN

The University of British Columbia Okanagan invites applications for tenure track appointments, scheduled to begin July 1, 2008. Situated in Kelowna, BC, one of the most scenic regions in Canada, this campus offers faculty an intimate teaching environment and opportunities for world class research. Successful candidates will have a PhD (or other appropriate terminal degree where relevant) with strong research records, exceptional communication skills, and a demonstrated excellence in teaching at both the undergraduate and graduate levels.

Subject to availability of funds, these positions are budgeted at the Assistant Professor level, unless otherwise indicated. Interviewing will begin in December 2007 and continue until all positions are filled.

OFFICE OF THE ASSOCIATE VICE PRESIDENT ACADEMIC AND RESEARCH

Director, Okanagan Sustainability Institute

The University of British Columbia Okanagan seeks an energetic, enthusiastic, and accomplished senior scholar with an international reputation in the broad area of sustainability to serve as the first Director of the recently established Okanagan Sustainability Institute (OSI). In addition to the administrative posting, the successful applicant will hold a tenured, continuing appointment at the Associate or Full Professor level in any discipline or interdisciplinary area served by the many academic programs at UBC Okanagan. Demonstrated leadership abilities are required, in addition to a strong record of university administration and outstanding academic qualifications commensurate with a senior faculty appointment.

Open Discipline (open rank)

We seek applications for faculty positions. Candidates should have a PhD and an established research and teaching record which will commensurate with the level of appointment. All disciplinary and interdisciplinary areas appropriate to an appointment in one of the Faculties at UBC Okanagan will be considered.

For directions on how to apply for these positions, please go to: <http://web.ubc.ca/okanagan/academic-research>

THE IRVING K. BARBER SCHOOL OF ARTS AND SCIENCES

Tenure-Track Appointments

The Irving K. Barber School of Arts and Sciences—the largest Faculty at the University of British Columbia Okanagan—invites applications for tenure-track appointments. For additional details about the positions and the application process, go to: <http://web.ubc.ca/okanagan/irvingkbarberschool/employment.html>

Associate Dean of Research & Strategic Planning

Our Faculty seeks an energetic, enthusiastic, and accomplished senior scholar with a proven record of university administration to assume the position of Associate Dean of Research & Strategic Planning. In addition to the administrative posting, the successful applicant will hold an appointment at the Associate or Full Professor level in any discipline or inter-disciplinary area served by the many academic programs in the Irving K. Barber School of Arts and Sciences, and will be expected to teach and conduct research in those areas of expertise.

Anthropology (Assistant Professors)

Applicants are sought for two positions, one in the area of Linguistic Anthropology and one in the area of Medical (Cultural) Anthropology. Applicants should have a PhD in the discipline, a record of excellence in postsecondary teaching and an active research program. Applicants should have areas of interest that complement

the current program and should be able to teach a broad range of courses at the undergraduate and graduate levels.

Biochemistry (Assistant Professor)

The successful candidate will have a PhD in Biochemistry (or related field) with post-doctoral experience preferred. All areas of biochemistry will be considered. The ability to teach both biochemistry and chemistry courses is an asset.

Chemist/Biochemist

(Assistant Professor)

The successful candidate will have a PhD in Chemistry (or related field) with post-doctoral experience preferred. Preference will also be given to individuals with a demonstrable ability to conduct research in the areas of food and wine chemistry/biochemistry. The ability to teach both biochemistry and chemistry courses is an asset.

Chemistry (open rank)

The successful candidate will have a PhD in Chemistry (or related field) with post-doctoral experience preferred. All areas of chemistry will be considered. The individual will have demonstrated research excellence, the ability to supervise graduate students, and the ability to develop and participate in collaborative research. Economics (Assistant Professor) Fields of specialization are open; however, preference will be given to resource, public policy and applied micro-economics. Applicants must have a PhD in Economics (or be near completion), demonstrate outstanding research and teaching (or the potential of such), and be willing to supervise undergraduate and graduate research.

Indigenous Studies

(Assistant Professor)

The successful candidate will hold a PhD in Indigenous Studies or a closely related discipline and be familiar with the culture, protocols and history of one or more Indigenous communities in British Columbia, especially the Okanagan and Interior Salish Plateau cultures. The individual will have an excellent record in research and teaching and be willing to supervise undergraduate and graduate research.

Mathematics (Assistant Professor)

Candidates must possess a PhD in mathematics or a closely related discipline and have an excellent research record and a strong commitment to excellence in teaching. We are seeking a candidate to enhance or complement one or more of our current areas of expertise: mathematical biology and differential equations, optimization and analysis, and number theory and algebra. The successful candidate will be expected to teach at the undergraduate and graduate levels and participate in the development of new research and degree programs.

Microbiologist/Virologist

(Assistant Professor)

We are seeking a microbiologist or virologist to develop an independent research program and to teach a 4th year class in their area of expertise, as well as additional courses in the Microbiology and Medical Biochemistry majors, such as virology, medical microbiology, immunology or the biochemical basis of disease. Successful candidates will have a PhD and a record of research productivity. Teaching and Post-doctoral experiences are preferred. The successful candidate will be expected to supervise graduate students and conduct an externally funded research program that is complementary to the research strengths of the unit.

Philosophy (Assistant Professor)

We seek applicants with primary research interest in one or both of the following areas: Early Modern Philosophy and Social and Political Philosophy (especially Theory of Democracy and the Global State). Applicants must have a PhD in Philosophy, demonstrate outstanding

research and teaching and be willing to supervise undergraduate and graduate research.

Psychology (Assistant Professor)

Candidates are sought in the following areas: Clinical, Developmental, Health, Personality, or Social. The successful candidate will have a PhD in Psychology, a strong research record with the ability to develop an externally-funded research program, demonstrated teaching excellence, and will be expected to contribute to undergraduate and graduate teaching. Registration (or eligibility for registration) as a psychologist in the province of British Columbia is an asset.

Psychology (open rank)

Candidates are sought in the following area: Clinical and/or Health. The successful candidate will have a PhD in Psychology, an established research record, and demonstrated teaching excellence at both the undergraduate and graduate levels. Registration (or eligibility for registration) as a psychologist in the province of British Columbia is an asset.

Remote Sensing/Physical Geography

(open rank)

The successful candidate will have a PhD in Physical Geography and research specialization in remote sensing of the biosphere and/or atmosphere. Additional skills associated with GIS would be an asset. The successful candidate will be expected to conduct an externally-funded research program, supervise graduate students, develop and teach undergraduate courses in remote sensing, and contribute to teaching in physical geography.

Sociology (Assistant Professor)

Field of specialization is open; however, strong preference will be given to applicants who specialize in criminology. Applicants must have a PhD in Sociology (or be near completion), demonstrate outstanding research and teaching, or the potential of such, and be willing to supervise undergraduate and graduate student research.

THE FACULTY OF CREATIVE AND CRITICAL STUDIES

The Faculty of Creative and Critical Studies, a unique interweaving of creative disciplines and the critical disciplines that reflect on, analyze and theorize about creative acts, invites applications for tenure track appointments in the following areas:

Department of Creative Studies

The Department is seeking a Head at the rank of Professor with expertise in Creative Writing (fiction). Applicants should have a PhD or MFA in Creative Writing as well as an extensive publication record – applicants with an MA in Creative Writing may also be considered – and have a demonstrated expertise in fiction and in the teaching of creative writing, as reflected in book publications, awards, invited performances, etc. Preference will be given to writers who also have expertise and experience in a second area such as creative non-fiction, playwriting or screenwriting. In addition to administrative responsibilities, the successful candidate will teach one course per term and must be able to supervise graduate students. The term of the Headship is for five years and may be renewed at the discretion of the Dean. Upon completion of the term as Head, the successful candidate will assume a regular faculty appointment in the Department of Creative Studies. Applicants need to be aware that this department includes faculty and programs in devised theatre and visual arts.

Department of Critical Studies

Successful applicants for the following positions will have a PhD in the relevant subject area(s), a demonstrated record of successful research and teaching, and a desire to work within an interdisciplinary environment. All successful applicants will possess the ability to supervise graduate students.

The Reichwald Professorship in

Germanic Studies (Professor)

Applications are sought from senior German scholars to fill this new, endowed professorship. The successful candidate will be expected to teach undergraduate German language courses and to bring research and teaching expertise in German Cultural Studies, or German Film and Media Studies, or Film and Media Production.

Art History (Assistant Professor)

Applications are sought from scholars in African Art History and Visual Culture who are conversant with post-colonial theory. Regional specialization is open. Candidates must be prepared to teach introductory courses in Art History and Visual Culture at the first and second year level of undergraduate instruction as well as to develop courses in their area of specialization at the undergraduate and graduate level. English (Assistant Professor) The English Program seeks an Assistant Professor to teach Indigenous Literatures. The candidate will also be expected to teach introductory English courses and survey courses.

Cultural Studies (Assistant Professor)

The newly created Cultural Studies program seeks an Assistant Professor capable of conducting research and teaching in Cultural Studies at all levels, including teaching lower level Cultural Studies courses and developing upper level Cultural Studies courses in any of the following areas: emergent technologies, identity and virtual technologies, television, internet, video games, film studies (particularly studies of diasporic and exotic film, post and neo-colonial national film). The candidate would be expected to participate in the development of Cultural Studies but may have a background in Communications, Film, Media, Television Studies or other relevant disciplines like Art History, English, French, Spanish, German, Japanese, or Media Production.

Candidates should submit a letter of application, complete curriculum vitae, and the names of three referees electronically with attachments to recruitment.fhsd@ubc.ca. Candidates are responsible for ensuring that letters from the three referees are sent directly to the same address.

THE FACULTY OF HEALTH AND SOCIAL DEVELOPMENT

The Faculty of Health and Social Development at University of British Columbia Okanagan comprises several areas of study that build on the advantages of close alignment of diverse professional programs in one Faculty. Current undergraduate programs in nursing, social work, health studies and human kinetics are offered, with other programs such as medicine planned for introduction in the next five years. Masters programs in Social Work and Nursing are supplemented with interdisciplinary masters and doctoral degrees in health. Innovative interprofessional education and service learning are key elements in providing students with skills for working with other professions to find creative solutions to health care challenges of the future. To support projected expansions in this integrated faculty we invite applications for the following positions:

School of Nursing

The School of Nursing offers a Bachelor of Science in Nursing and a Masters of Science in Nursing. The School is academic home to over 400 students at present, and is expecting to continue to grow. Successful candidates will be expected to have a PhD (or be near completion), and a demonstrated record of excellence in research and innovative teaching. Eligibility for registration with the College of Registered Nurses of British Columbia is required. We invite candidates with clinical expertise or specialization in a variety of areas who are able to establish and pursue a program of research and scholarship in a substantive field relevant

to the discipline of nursing. New faculty will teach practice and classroom courses involving both undergraduate and graduate students. Expertise in interprofessional education would be a particular interest.

Human Kinetics

The Faculty of Health and Social Development introduced an innovative Bachelor of Human Kinetics program in September 2007 with areas of concentration in clinical exercise physiology (focusing on the chronic disease prevention and management) and community health promotion. The applied undergraduate program comprises areas of study that build on the advantages of the Human Kinetics program's close alignment with a multi-disciplinary Faculty. We are seeking a senior candidate (at the rank of Associate or Full Professor) to bring pro-active and visionary leadership to guide strategic planning and implementation of this program; support and contribute to a strong research program within a positive and supportive environment for faculty, staff and students; and promote excellence and integrity in teaching, research and scholarly activity. Candidates should possess an earned PhD, and must have demonstrated academic leadership ability as well as a significant record of achievement in teaching, research, scholarship, and administration. Expertise in clinical exercise/health physiology and/or health promotion is required. Experience in interprofessional education would be a particular interest.

Please e-mail application materials including three letters of reference to recruitment.fhsd@ubc.ca. Documents must be submitted in electronic format as e-mail attachments. Acceptable formats include Microsoft Word (.doc) and Adobe Acrobat (.pdf).

Application materials should include the following:

- 1) Curriculum Vitae listing the following:
 - Personal information
 - Education including post-doctoral research experience
 - Professional employment experience including research and teaching experience
 - Present or prior grants or external funding awarded for research
 - Publications
 - Proposed program of research
 - Statement of undergraduate and graduate teaching areas or courses in which you could participate
 - Statement of teaching philosophy
 - Names of three referees who are able to provide objective evaluations and comments on your teaching and research ability and background, and on your potential for high quality research in the future.
- 2) Three letters of reference should be e-mailed as Word or PDF attachments.

FACULTY OF EDUCATION

The Faculty of Education offers a Bachelor of Education degree and courses leading to British Columbia Teacher Certification in elementary and secondary areas. Through the College of Graduate Studies the Faculty also offers M.Ed. and M.A. degrees in Teaching and Learning and is expanding growth in other graduate areas.

Aboriginal Education

The Faculty of Education at UBC Okanagan is currently seeking to fill a full time tenure track position in Aboriginal Education. The successful candidate will be expected to teach courses in Aboriginal Education and Aboriginal Language Education. They will also be expected to supervise student teachers in practicum placements and direct students in graduate studies.

Required qualifications include: knowledge of Aboriginal Education, a Doctorate degree (or terminal degree nearing completion), a successful research record, exceptional communication

Continued on following page.

Tenure-Track Positions

The University of British Columbia — Okanagan

Continued from previous page

Interested applicants should send application documents (including three letters of reference) in electronic format using WORD or pdf files to coleen.stothers@ubc.ca or send documents via mail to:

For more information regarding the Faculty of Education, visit the web site at: www.uhr.ca/okanagan/education

The University of British Columbia (Okanagan) – Faculty of Management
The newly created Faculty of Management seeks up to five (5) tenure track faculty members in a variety of business/management disciplines and interest areas to support our

BUSINESS & ADMINISTRATION – University of Winnipeg. The Department of Business and Administration at the University of Winnipeg invites applications for two tenure track positions at the rank of Assistant Professor. The positions are expected to commence July 1, 2008, although this is negotiable. Candidates should have a PhD in business or related area, or be near completion, and have a strong commitment to teaching and research. Salary will be commensurate with qualifications and experience. The Department's priorities are filling positions in Human Resource Manage-

This is a unique and exciting opportunity to be part of the founding faculty and we are seeking candidates who are innova-

FACULTY OF APPLIED SCIENCE

The Faculty of Applied Science is developing distinctive new programs in Civil engineering, Electrical Engineering and Mechanical Engineering, both the undergraduate and graduate levels. This presents a unique opportunity to be involved in the development and delivery of exciting new engineering programming. UBC Okanagan, situated in one of the most scenic regions in Canada, offers students an intimate learning environment, opportunities for region centered research, and international perspectives. The campus is experiencing rapid expansion, and our new engineering building is expected to open in winter 2000.

Our priority is to attract individuals to the Instructor and Professorial ranks, with experience and expertise in Technical Communication and in Civil, Electrical and Mechanical engineering. We are particularly interested in making some appointments at the senior Associate Professor or the full Professor rank.

Tenure-track Instructor Positions
Technical Communication (APEGBC membership not required)
Thermodynamics
Combustion

To submit your application, identify the position you are applying for and email your application materials to the School of Engineering at recruitment.apsc@ubc.ca. Documents must be submitted in electronic format as e-mail attachments. Acceptable formats include Microsoft Word (.doc) and Adobe Acrobat (PDF).

For more information on the Faculty of Applied Science please visit:
<http://www.ansc.ubc.ca/index.php>

The University of British Columbia Okanagan hires on the basis of merit and is committed to employment equity. We encourage all qualified persons to apply; however, Canadians and permanent residents of Canada will be given priority. Please indicate clearly on your application whether you are legally entitled to work in Canada. Additional details about hiring can be obtained at

■ BUSINESS & ADMINISTRATION (CHAIR) — University of Winnipeg. The Department of Business and Administration invites applications for a full-time position of Associate Professor and the department in the newly established Faculty of Business & Economics at the University of Winnipeg. The successful candidate is expected to encompass several departments including the Department of Business and Administration, Department of Economics, and the Department of Marketing. The successful candidate for a candidate who is able to make a significant contribution to the direction and development of a growing department and faculty. The successful candidate will be the second highest number of student majors in the university, confirming its viability and growth. The successful candidate will be an Associate of Full Professor with a PhD in Business or related area, who has a strong commitment to teaching and research, and is engaged to apply. The successful candidate will have a well established research record with the vision and commitment to build a new department. The successful candidate will have leadership abilities, involvement in curriculum development, and resourcefulness are decided. The successful candidate is expected to commence July 1, 2008, at though an earlier start date is desirable. The successful candidate will be commensurate with qualifications

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at various multi-tenure-track faculty positions at ranks. The successful candidates are expected to establish productive research programs in the areas of Separation Processes, Reactive and/or Catalytic Distillation. Candidates must have the ability to conduct both independent and collaborative research, to develop and productive research programs, and to teach both undergraduate and graduate courses in chemical and/or materials engineering. Successful candidates will be joining a vibrant, multi-disciplinary community of catalysis and chemical reaction engineering researchers on the University of Alberta campus. Successful candidates will hold a PhD in Chemical and/or Materials Engineering, or related field, or expect to receive one shortly after taking up their appointment. Successful candidates are expected to develop collaborative efforts with other groups in the area of development of novel separation and combined separation and reaction processes. The University of Science, and the National Institute for Nanotechnology (NINT). The existing in-

■ **CHEMICAL & MATERIALS ENGINEERING**
— University of Alberta. Applications are invited for a Faculty Service Officer to work

active in teaching, research and service. One of the primary responsibilities of the successful applicant will be to act as the Materials Engineering Laboratory supervisor and will be responsible for ensuring the effective and safe operation of the laboratory. The Engineering Laboratory facilities, equipment and courses, including delivering lectures, supervising laboratory students, in function order, designing new experiments for undergraduate materials engineering courses, preparing handouts and laboratory reports, supervising students, supervising teaching assistants, assigning students to laboratory groups, scheduling the laboratory for each group, supervising the laboratory student, preparing data and preparing reports, grading laboratory reports, setting and grading examinations, and supervising students in addition to assigned teaching responsibilities, the successful candidate will also be expected to become actively engaged in departmental and university research in the area of Chemical & Materials Engineering at the University of Alberta is one of the leading research universities in Canada and kind in North America. Our faculty complement is currently 225 with plans to place approximately 20 new faculty in the next approximately 2 years. We currently have approximately 2500 students and 70 other researchers working within our research programs. For information on our research programs, visit our website at: <http://www.engineering.ualberta.ca/cme>. Candidates should hold a PhD in Materials Engineering or a related discipline with approximately 2 years of research experience to receive one shortly after taking up their appointment. Candidates holding an MSc in Materials Engineering, or related discipline, may be considered. A curriculum vitae and the names of three confidential referees should be submitted by 31.03.2008. Please quote A108 as the competi-

tion number in your application. The position number is 2006-01-0000000000. All applications will be considered until the position is filled. Interested applicants may apply to: Dr. J. Forbes, Department of Chemistry, University of Alberta, Edmonton, Alberta, Canada, T6G 2G6. Email: eme.chalr@u.ualberta.ca. All qualified candidates are encouraged to apply. Diversity and equity in employment are valued. Permanent residents will be given priority. If suitable Canadian citizens or permanent residents are not available, suitable foreign citizens will be considered. The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment, to welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, and from all visible minorities, and Aboriginal persons.

■ **CHEMISTRY** — **Sil** **Widely Genetec Catalogue.** Please see our display ad in the issue

The Civil and Environmental Engineering at the University of Waterloo invites applications from individuals with a Ph.D. in civil, environmental, and/or geological engineering, to support undergraduate teaching and mentorship of graduate students, and to contribute to the department for sustainable development. We are particularly interested in candidates with research backgrounds in computational modeling, hydrology, and/or the development of large scale systems for sustainable design to complement the department's strengths in traditional areas of geomorphology, hydrology, and water resources, transportation, water resources and environment. Preference will be given to candidates in the following priority areas identified in the department's strategic planning process: (1) Civil Infrastructure management, financing and public policy, with emphasis on the emerging areas such as lifecycle environmental impact analysis, risk-based quantitative policy analysis, multi-purpose infrastructure asset valuation, and the development of mechanisms for delivery of infrastructure services; (2) Transport, environment and sustainability, with experience in designing environmentally sound and sustainable transport systems. Candidates will have an established record of research focusing on urban transportation systems from the broad and interdisciplinary perspectives of its technological, economic, environmental, social and political-institutional dimensions; (3) Regional-scale modeling and/or analysis of the interactions between environmental and topics or issues such as hydrology, climate change, air quality impact of land use change and sustainable growth, urban transportation, and land use and transportation related research/interdisciplinary cooperative activity are necessary. Expertise in spatial analysis, regional planning, and/or environmental impact analysis with a focus on cities and civil and environmental engineering is required. Ability to teach GIS at the undergraduate level and to develop teaching packages, with teaching expertise in building, air and mass transfer in buildings, heating and materials and metals, including the environmental impacts of these processes. Expertise in global energy issues and lifecycle optimization for low energy consumption and pollution is an asset. The Institute of Environmental Studies is committed to teaching core undergraduate engineering science, and senior/level courses in building physics, and to pursue collaborative research with the Institute of Environmental Studies at the University of Waterloo. Applicants should have or expect to receive a minimum of 10 years of professional experience and have a strong commitment to

teaching and research. Successful candidates for these positions will be required to have a minimum of a M.Sc. degree in the Province of Ontario (respective of their educational background). The University of Waterloo encourages applications from all qualified individuals, including women and members of visible minorities, native peoples and persons with disabilities. All qualified individuals are encouraged to apply; however, Canadians and permanent residents will be given priority. Interested candidates are invited to submit a detailed curriculum vitae, including a statement of career objectives, and the names and addresses of three references, to the following mail address: telephone (519) 885-1212. Applications received after the first of each month will be considered at the next recruitment cycle. Successful candidates are requested to provide a statement explaining how their research interests relate to the four focus areas of the program. Dr. Leo Rothenburg, Chair, Department of Civil and Environmental Engineering, University of Waterloo, Waterloo, Ontario, N2L 3G1. Applications will be considered at any time until positions are filled.

the senior-track faculty position in Fire Safety Engineering at the Assistant Professor level. Candidates must have a PhD degree in Civil Engineering with a focus on Fire Safety, with expertise and experience in Fire Safety. In addition, experience in Geotechnical Engineering and/or Structural Engineering would be desirable. The successful candidate will be expected to develop and lead strong independent research program in the area of Fire Safety, to teach undergraduate and graduate level courses, and to participate in the governance of the University as well as community outreach. Synergy with the existing research programs with the existing members of the Department is desired. Candidates are expected to have strong communication, teaching, research, and collaboration with industry in the field of Fire Safety. The successful candidate is expected to be effective as an independent research leader and as a graduate supervisor, and to be able to attract funding to support an independent research program yielding high-quality peer-reviewed research. The position of a Canadian professional engineering association is required within two years of appointment. The position is one of the most dynamic, innovative, and cross-disciplinary undergraduate and graduate programs in Canada leading to Bachelor, Master, and PhD degrees in Fire Safety Engineering and Environmental Engineering. The Department has an intensive research program in Fire Safety, with the Industrial Research Chair in Fire Safety Engineering and two Canada Research Chairs, in the Analysis and Management of Six Aspects of Civil Engineering, in Applications and Practices, and the other in Waterstar and Public Health Engineering. The Fire Safety Engineering Faculty within the Department has a strong research balance over a wide range of research areas including computer modeling and simulation, fire dynamics, fire prevention, durability and testing of construction materials, earthquake engineering and hazard mitigation, fire safety engineering, structural fire engineering, fire risk assessment and analysis. Candidates will have access to the Department's world-class research facilities, including a structural laboratory with strong floor, a new \$10 million state-of-the-art fire-testing laboratory and a new high pressure cell laboratory. Further information on the Department is available from the web site <http://www.fire.sfu.ca> or by contacting Canada's Capital University Secret,

CAREERS CARRIÈRES

www.yorku.ca/acadjobs

York University offers a world-class, modern, interdisciplinary academic experience in Toronto, Canada's most multicultural city. York is at the centre of innovation, with a thriving community of almost 60,000 faculty, staff and students who challenge the ordinary and deliver the unexpected.

Since its founding in 1959, York has continued to grow, innovate and evolve. Now Canada's third-largest university, York has a student population of 51,000, and an alumni community of more than 190,000. Committed to a superior student experience, the University has an international reputation for excellence in research, teaching and practice in innovative undergraduate, graduate and professional programs. York delivers programs through 11 faculties, including the new Faculty of Health, and has 22 research centres and institutes.

Faculty of Health

The Faculty of Health is responding to the growing need for innovative, interdisciplinary education and research on health, bringing together the Schools of Kinesiology and Health Science, Health Policy and Management, and Nursing, and the Department of Psychology in an integrated, holistic community. It brings together a range of disciplinary perspectives on health from the sciences, social sciences, nursing, management and administration, humanities, and informatics. Students and researchers in the Faculty of Health engage in a wide scope of inquiry in the study of health, ranging from experimental and epidemiological techniques to clinical case studies, policy analyses and a variety of phenomenological and critical methods. Research emerging from the Faculty focuses not only on hospitals and clinics, but also on local and global communities, urban and rural social conditions, and the interactions between the economic environment and health. It includes a broad spectrum of both basic and applied research. The goal is to break down barriers and provide genuine leadership in responding to the changing definition and needs of health in Canada and internationally.

The School of Nursing is one of the founding units of the new Faculty of Health. The School has four undergraduate BSN programs and an online MSN. Initial planning for a doctoral program in Nursing is underway. Our rapidly expanding, internationally recognized programs offer an innovative curriculum founded in nursing science. Further information about the Faculty and the School can be obtained at www.health.yorku.ca and www.atkinson.yorku.ca/NURS/

DIRECTOR, SCHOOL OF NURSING

Applications are invited for the position of Director of the School of Nursing, Faculty of Health, for a five-year term, commencing July 1, 2008, with the possibility of renewal. The successful candidate will hold a full-time tenure-track position at the Associate or Full Professor level. This is a unique opportunity to advance an innovative School that will accelerate the knowledge and practice for promoting health and nursing care: locally, nationally and globally. The role of the Director is to foster an environment in which education, research and service can flourish, while advocating for the School's interests in all aspects of University affairs. The Director will work with colleagues, other Chairs and the Dean in the Faculty of Health in strategic planning and development of innovative programs. A major priority of York University's Academic Plan is to expand research and graduate education. On behalf of the Dean, the Director will provide leadership in all undergraduate, graduate and continuing professional development programs and in a collegial process, develop and promote hiring priorities and initiatives. Also, the Director will build new and innovative partnerships, and work with the Dean on securing key support resources for accomplishing the School's mission.

Applicants should have extensive academic leadership and administrative experience, an internationally recognized research record, and a passion for teaching with broad experience. A doctoral degree (PhD or equivalent) is required, preferably in nursing. Candidates registered in the College of Nurses of Ontario (CNO) must provide their registration number when applying. Candidates who are not registered in Ontario at the time of appointment will also be considered, with the expectation that they would become registered in CNO within two years.

Applicants are requested to submit a curriculum vitae, a vision statement about the School and challenges facing nursing and the health field, an outline of leadership and administrative experience and accomplishments, a statement of research and teaching interests, and relevant résumés, and arrange to have three letters of reference sent to: Chair of Nursing Search Committee, c/o Dean's Office, Faculty of Health, Room 443, HNES Building, York University, 4700 Keele Street, Toronto, Ontario, Canada, M3J 1P3. Fax: 416.736.5760. Tel: 416.736.5031. E-mail: healthdn@yorku.ca. Review of applications will begin February 15, 2008. All positions at York University are subject to budgetary approval.

York University is an Affirmative Action Employer. The Affirmative Action Program can be found on York's web site at www.yorku.ca/acadjobs or a copy can be obtained by calling the affirmative action office at 416.736.5713. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority.

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ed in Canada's capital city, Ottawa, which offers a wide range of recreational and cultural activities, and is the location of several of Canada's top research institutions including the National Research Council, the research laboratories of Natural Resources Canada and Environment Canada. Applications, with curriculum vitae and the names of three referees, should be sent via email to: Professor Abo El Haim, Chair, Department of Civil and Environmental Engineering, Carleton University, 1125 Colonel By Drive, Ottawa, Ontario, Canada, K1S 5B6. Telephone (613) 520-5784, Fax: (613) 520-3951, Email: a.haim@carleton.ca. Applications will be accepted until the position is filled. Carleton University is strongly committed to fostering diversity within its community as a source of excellence, cultural enrichment, and social strength. We welcome those who would contribute to the diversification of our faculty and scholarship including but not limited to women, visible minorities, Aboriginal peoples, and persons with disabilities. In accordance with Canadian Immigration requirements, priority will be given to Canadian citizens and permanent residents.

CIVIL & ENVIRONMENTAL ENGINEERING (HYDRAULICS) — University of Waterloo. The Department of Civil & Environmental Engineering at the University of Waterloo invites outstanding individuals to apply for a tenure-track position in the area of Environmental Hydraulics at the Assistant or Associate Professor level. The candidate should be advancing theoretical, laboratory and field research in areas including, but not limited to, river hydraulics, sediment transport, physical modelling, eco-hydraulics, groundwater, surface water interaction, and/or design of hydraulic structures. Experience in model development, hydraulics and/or modelling of ecological processes would be an advantage. The successful applicant must complement the Environmental and Water Resources Engineering Research Group in the Department of Civil & Environmental Engineering. The group is comprised of hydraulics, hydrology, hydrogeology, water quality and water treatment researchers. Applicants should have a PhD in Civil Engineering or a closely related field and be eligible for Professional Engineering registration in the Province of Ontario. Applicants must have proven ability, or potential for excellence, in teaching and research. Industrial experience is desirable but not a requirement. The successful applicant is expected to have excellent communication skills and be able to supervise graduate students and teach undergraduate and graduate courses in a wide range of subjects in Environmental Engineering, including fluid mechanics, hydraulics and sediment transport. The University of Waterloo encourages applications from all qualified individuals including women, members of visible minorities, native peoples and persons with disabilities. However, Canadians and permanent residents will

be given priority. Interested candidates are invited to submit a detailed curriculum vitae, including a statement of career objectives, and the names, addresses, E-mail addresses, telephone and fax number of at least three referees. Mail to: Professor Leo Rothenburg, Chair, Department of Civil & Environmental Engineering, University of Waterloo, Waterloo, Ontario, N2L 3G1. Further information is provided at the department web site (<http://www.civil.uwaterloo.ca>). Applications will be considered at any time until the position is filled.

CIVIL & ENVIRONMENTAL ENGINEERING (MECHANICS) — University of Waterloo. The Department of Civil and Environmental Engineering at the University of Waterloo invites applications for a tenure-track faculty position in the area of engineering mechanics. Candidates should have a strong background and research record in areas such as advanced materials modelling and computational mechanics. Applicants must have potential or proven ability to develop an internationally recognized research program and a strong commitment to teaching at the undergraduate level in the area of solid mechanics and materials. Eligibility for Professional Engineering registration in Ontario is required. We anticipate filling the position at the Assistant or Associate Professor level; however, qualified candidates at all levels will be considered with hiring rank and tenure status commensurate with academic accomplishments. The University of Waterloo encourages applications from all qualified individuals including women, members of visible minorities, native peoples and persons with disabilities. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Interested candidates are invited to submit detailed curriculum vitae, including a statement of career objectives, and the names, addresses, E-mail addresses, telephone and fax numbers of at least three referees. Mail to: Professor Leo Rothenburg, Chair, Department of Civil & Environmental Engineering, University of Waterloo, Waterloo, Ontario, N2L 3G1. Applications will be considered at any time until the position is filled.

CLASSICAL STUDIES — University of Waterloo. The Department of Classical Studies at the University of Waterloo is a vibrant, interdisciplinary unit showcasing a new MA program in Ancient Mediterranean Cultures. This program will have a cross-disciplinary focus emphasizing the cultural interplay between the Mediterranean basin from the Bronze Age to the early Middle Ages. We are inviting applications for an incremental position, with a preferred start date of July 2008. Area of expertise and rank of appointment are open; salary will be commensurate with qualifications and experience. Successful applicants should have obtained the PhD when taking up the appointment, and demonstrate a commitment to excellence in both research and teaching, at the undergraduate as well

as graduate levels. The successful candidate will be instrumental in supporting and guiding the new graduate program as it grows within the context of a University at the global forefront of academic research and teaching at all levels and in all faculties. Applications should include a full curriculum vitae, a plan of research, and samples of publications. These materials and three confidential letters of reference are to be sent to: Dr. R. Faber, Chair, Department of Classical Studies, University of Waterloo, Waterloo, ON, N2L 3G1. Phone: 519-884-4567 x32817; E-mail: rfaber@uwaterloo.ca. Consideration of applications will begin on January 2, 2008. All qualified candidates are encouraged to apply; however, Canadians and Permanent Residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. This appointment is subject to the availability of funds.

COMMERCE (COMPTABILITÉ) — Université Laurentienne. Annonce # 6. L'école de commerce et d'administration sollicite des candidatures pour un poste menant à la permanence dans le domaine de la comptabilité financière. Veuillez consulter notre annonce dans cette édition.

COMMERCE (FINANCE) — Laurentian University. Ad # 7. The School of Commerce and Administration is seeking applications for a tenure track position in Finance. Please see our display in this issue.

COMMERCE (OPERATIONS MANAGEMENT) — Laurentian University. Ad # 8. The School of Commerce and Administration, invites applications for a tenure track position in quantitative subjects. The primary areas of teaching include operations management, management science and business statistics at the undergraduate and master's levels. Please see our display in this issue.

COMMERCE (ORGANIZATIONAL BEHAVIOR) — Laurentian University. Ad # 9. The School of Commerce and Administration, invites applications for a tenure track position in Organizational Behavior. Please see our display in this issue.

COMMUNICATIONS STUDIES — Wilfrid Laurier University. The Department of Communication Studies invites applications for a tenure track position in the rank of Assistant Professor beginning July 1, 2008. This position is subject to budgetary approval. Outlets will include undergraduate and graduate teaching in the areas of mass communication, media studies, and research. Applicants should specialize in the areas of 1. Language and Discourse, or 2. Culture and Technology. Research that is international in scope, and/or willingness and ability to teach research methods will be an asset. In addition to having an active research agenda in one of the above areas, the qualified candidate will have experience teaching in one of these fields. Applicants must have a completed PhD in Communication Studies or a cognate discipline (or close to



The University of Western Ontario | Faculty of Social Science

Aubrey Dan Program in Management & Organizational Studies

Management and Organizational Studies (MOS) is an innovative and rapidly expanding interdisciplinary undergraduate program in the Faculty of Social Science at The University of Western Ontario with over 2,100 students enrolled. This unique program combines management studies with a strong foundation in the social sciences, and currently offers Majors in Accounting; Organizational and Human Resources; Management and Organizational Studies, and Commercial Aviation Management.

Dancap Private Equity Chair in Accounting

Applications are invited for the endowed Dancap Private Equity Chair in Accounting. Appointments will be made at the full Professor or senior Associate level. Applicants should have a doctorate in Accounting, with a strong record of scholarly research, publications, and teaching. Candidates are expected to hold a professional accounting designation. The Chair will act as principal liaison with professional accounting bodies, oversee the Accounting stream in MOS, and teach and mentor undergraduate students in accounting. A strong research focus is essential and the Chair will be expected to assist in the research endeavors of the accounting faculty. Applications are welcome from candidates in all areas of accounting. Candidates demonstrating a commitment to working in an interdisciplinary environment are especially encouraged.

Probationary Tenure-Track Positions

Applications are invited for appointments at the rank of Assistant or Associate Professor in the following areas:

- Accounting
- Commercial Aviation Management
- Finance
- Marketing

Candidates for all positions must have a Ph.D. (or expected completion in 2008) in a related field, possess a strong record of scholarly research and publication, and provide evidence of superior teaching ability. Applications are welcome from candidates in all areas of accounting, commercial aviation management, finance, and marketing. The successful candidates will be expected to develop a strong research program in their related area, teach undergraduate courses, and contribute to ongoing curriculum development. Candidates demonstrating a commitment to working in an interdisciplinary environment will be preferred.

Rank and salary will be commensurate with previous performance, qualifications and experience in accordance with the Collective Agreement. All appointments are effective July 1, 2008. Candidates with lesser qualifications may be considered for limited-term appointments.

Applicants can learn more about the MOS Program at www.mos.uwo.ca.

A curriculum vitae and evidence of successful teaching, as well as three academic letters of reference, should be sent to: Professor Joan Finegan, Acting Director, Aubrey Dan Program in Management and Organizational Studies, The University of Western Ontario, 1151 Richmond Street, Social Sciences Centre, Room 2040, London, Ontario, N6A 5C2. Applications will be accepted until January 15, 2008 or thereafter until the position is filled. Files will be reviewed prior to the deadline.

Positions are subject to budget approval. Applicants should have fluent written and oral communication skills in English. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Western Ontario is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people, and persons with disabilities.

CAREERS CARRIÈRES

MEMORIAL UNIVERSITY Sir Wilfred Grenfell College

Faculty Positions

Tenure Track Positions at the rank of Assistant Professor commencing August 1, 2008.

**Applications are invited for the following
Three-Year Contractual Positions commencing
August 20, 2008.**

Chair of
Electrical
and Computer
Engineering



The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. All qualified individuals are encouraged to apply, however, if qualifications and permanent residence will be given priority.

CAREERS CARRIÈRES

summary and summary teaching evaluation information if applicable. Entry-level candidates should include three sealed, confidential reference letters. More senior candidates may alternatively provide a list of three referees. We will maintain the confidentiality of any application upon request. The Department will begin reviewing applications in mid-November 2007. It will be interviewing at the Canadian Economics Employment Exchange in Toronto in December and at the meetings of the American Economics Association in New Orleans in January.

■ **ECONOMICS** — Simon Fraser University. Simon Fraser University seeks to fill a Junior University Chair effective September 1, 2008, subject to budgetary authorization and approval by the Board of Governors. This is a tenure-track appointment at the senior assistant or junior associate level. The position is funded by and associated with the SFU Community Trust Endowment Fund (CTEF) project "Education organization and outcomes in diverse communities", an interdisciplinary research project involving faculty from the Department of Economics, Graduate Public Policy Pro-

gram, Department of Psychology and Faculty of Education. The position can be located in any of these four units (a cross-appointment is also possible). Empirical or experimental economists with interests in issues related to education, learning, identity, culture or diversity in fields such as behavioural economics, labour economics, experimental economics, public finance, development or health economics, and who have demonstrated excellence in research and teaching, will be given serious consideration for an appointment to the Department of Economics. The successful candidate

will be expected to take an active role in training graduate students as well as providing undergraduate teaching, and will have the opportunity to connect with a multidisciplinary group of researchers. Candidates should have completed their PhD within the last 10 years. All qualified candidates are encouraged to apply. However, Canadians and permanent residents will be given priority. Simon Fraser University is committed to employment equity and encourages applications from all qualified women and men, including visible minorities, aboriginal people and persons with disabilities. Applicants should send a letter of application, curriculum vitae, and copies of research papers as soon as possible to: Ms. Linda Sheldrick, West Mall, Complex Room 4657, Simon Fraser University, 8888 University Drive, Burnaby British Columbia, V5A 1S6. Applicants should also arrange for three letters of reference to be directed to kowells@sfu.ca. Under the authority of the University Act, personal information that is required by the University for academic appointment competitions will be collected. For further details see: www.sfu.ca/vpacademic/Faculty_Openings/Collection_Notice.html

■ **EDUCATION** — Simon Fraser University. The Faculty of Education at Simon Fraser University seeks applications for a tenure-track position in Reading/Literacy Education. The appointment will be at the rank of Assistant Professor and will begin September 1, 2008 (or at the earliest convenience of the successful candidate). Simon Fraser University (<http://www.sfu.ca>) is located in the lower mainland of British Columbia, Canada. Founded in 1965, the University has a reputation for innovative programs and strong community involvement. It is highly placed in independent rankings of Canadian public universities, maintains a competitive record for externally funded research, and is surrounded by incomparable natural beauty. The Faculty of Education (<http://www.educ.sfu.ca>) is committed to scholarly excellence, leading-edge pedagogy, innovative curriculum, engagement with teachers, and a participatory democratic culture. It offers classes on three campuses located in downtown Vancouver, Burnaby, and Surrey (all within 30 to 40 minutes driving distance from each other). The Faculty has an outstanding record in research grants and publications, and in the design and delivery of innovative on-campus, community-based, and international programs in teacher education, professional development, and graduate work. Candidates are sought who are able to contribute in each of these areas, and whose interests in education extend across disciplinary boundaries, in keeping with the non-departmental organization of the Faculty. Applicants should have an earned doctorate in Reading/Literacy Education or a closely related field and a minimum of 3 years of teaching in public schools (or comparable experience). Expertise and ability to conduct research and teach courses in reading/literacy are required as is expertise and interest in the reading/literacy development and instruction of culturally and linguistically diverse students. Knowledge/expertise in pre- and in-service teacher education are assets. Responsibilities include:

1. Developing a program of research with an emphasis on reading/literacy development, learning, and instruction; 2. Collaborative planning to develop and coordinate undergraduate, graduate, and professional courses and programs in reading/literacy education; 3. Teaching undergraduate courses in reading/literacy for students seeking to teach at the elementary and secondary levels; 4. Teaching graduate level courses in reading/literacy; 5. Supervision of graduate students at the master's and doctoral levels; 6. Promoting partnerships with British Columbia's K-12 professional communities; and 7. Service to the academic and professional communities. Applicants should forward (1) a letter of application describing their teaching experience, their scholarly/creative interests and achievements, and their potential contributions to the Faculty; (2) a current curriculum vitae; (3) the names and contact information for three referees; and (4) one scholarly paper to: Dr. Suzanne de Castell, Associate Dean — Academic, Faculty of Education, Simon Fraser University, 8888 University Drive Burnaby, BC, V5A 1S6. Please note that

only a signed letter of application need be mailed, the CV and all other documents can be emailed to devl_public@sfu.ca. Review of applications begins on February 15, 2008. Only short-listed candidates will be contacted. Please do not ask referees to send letters of reference. All qualified applicants are encouraged to apply, however Canadians and permanent residents will be given priority. Simon Fraser University is committed to equity in employment and offers equal employment opportunities to all qualified applicants. All appointments are subject to budgetary approval. Under the authority of the University Act personal information that is required by the University for academic appointment competitions will be collected. For further details see: http://www.sfu.ca/vpacademic/Faculty_Openings/Collection_Notice.html

■ **EDUCATION** — University of Manitoba. The Department of Educational Administration, Foundations and Psychology, Faculty of Education, invites applications for a full time, tenure-track position at the level of Assistant Professor in the area of educational administration. The Department has 21 full time equivalent (FTE) faculty members who perform research, service, and teaching responsibilities in the Bachelor of Education (BEd), Post-Baccalaureate Diploma in Education (PBDE), Master of Education (MEd) and Doctor of Philosophy (PhD) programmes in different areas in the Faculty. Full time and part time members of the department teach courses in adult and post-secondary education, counselling, educational administration, educational foundations, inclusive special education, and measurement and evaluation. Applicants must have expertise, demonstrated by specialized preparation, scholarship and experience in one or more of the following areas: educational law, governance and finance; educational planning, school improvement and instructional leadership; educational policy and politics; social justice and equity studies. Applicants must have, or be near completion at the time of appointment, an earned doctorate degree in a field of study compatible with the advertisement. The applicant must have demonstrable capacity, potential and interest in research. An ability to teach well at both undergraduate and graduate levels will be an important consideration as this candidate will be expected to teach at both levels and to supervise graduate students. In addition to teaching and Faculty/University service activities, the successful candidate will be expected to work with educational administrators in school systems. Administrative experience in education and teaching certification will be considered assets. Salary will be commensurate with experience and qualifications. The start date for the position is July 1, 2008 or as soon thereafter as possible. The University of Manitoba encourages applications from qualified women and men, including members of visible minorities, Aboriginal peoples, and persons with disabilities. All qualified candidates are encouraged to apply, however, Canadians and permanent residents will be given priority. The University of Manitoba is

SFU SIMON FRASER UNIVERSITY

THINKING OF THE WORLD

WOMEN'S STUDIES PROFESSORSHIP

The Department of Women's Studies at Simon Fraser University is seeking a candidate with outstanding women's studies or gender studies background for the **Ruth Wynn Woodward Endowed Professorship in Women's Studies**. We will consider applicants with extensive experience in academia, the arts, the professions, or as an activist.

This is a one year limited term appointment that will begin in August or September 2008. The area of specialization is open. Responsibilities will include teaching one course per term for two terms, public lectures, and community outreach. The successful candidate may be asked to teach a graduate as well as an undergraduate course. Applicants must have appropriate academic or professional qualifications (a PhD or equivalent).

The stipend for this position will be between \$60,000 and \$70,000 depending on experience. The department will also provide a small research stipend and offer research and office support.

Candidates should have three letters of reference, an application letter and a curriculum vitae sent to: Professor Mary Lynn Stewart, Chair, Department of Women's Studies, Simon Fraser University, 8888 University Drive, Burnaby, BC V5A 1S6. Email: mstewart@sfu.ca. Tel: 778-782-5526. Fax: 778-782-5518

Completed applications must be received by the Department of Women's Studies no later than **January 2, 2008**. Please send a hard copy of the curriculum vitae and letter of application. Letters of reference may be sent by email or fax providing a signed copy of the letter is sent at the same time by regular mail or courier. Email inquiries are welcome and should be sent to mstewart@sfu.ca.

Simon Fraser University is committed to employment equity and encourages applications from all qualified women and men, including visible minorities, aboriginal people, and persons with disabilities. All qualified candidates are encouraged to apply. Canadian citizens and permanent residents will be given priority. Under the authority of the University Act, personal information that is required by the University for academic appointment competitions will be collected. For further details see: www.sfu.ca/vpacademic/Faculty_Openings/Collection_Notice.html



Canada's Capital University

THE HONOURABLE DICK AND RUTH BELL CHAIR FOR THE STUDY OF CANADIAN PARLIAMENTARY DEMOCRACY

The Department of Political Science at Carleton University in Ottawa, Canada, invites applications for the new Honourable Dick and Ruth Bell Chair in the Study of Canadian Parliamentary Democracy, effective July 1, 2008.

We are interested in scholars working in a wide range of areas related to the study of parliamentary democracy, with a focus on Canada but ideally with a comparative perspective. Areas of particular interest include federalism and the relationship between legislatures, executives, and/or judiciaries. The rank of appointment is open.

The Chair will support teaching, research, and public education about Canada's dynamic and ever-changing system of parliamentary democracy. In collaboration with other colleagues, the Chair will initiate colloquia, conferences, and other forms of public outreach, in order to promote understanding of Canadian parliamentary democracy in Canada and abroad, and will contribute to public and academic discourse on this topic. Candidates for the Chair are expected to display an outstanding record in research and supervision in Canadian politics,

and the capacity to play a strong leadership role in working with colleagues, graduate students, the media, parliamentarians, and the public in developing expertise and public engagement on Canada's evolving political system, and on the promotion of democratic engagement.

Dick and Ruth Bell were the first husband and wife to be honoured together by Carleton University with honorary doctorates in 1984, in recognition of their lifelong dedication to democracy and social justice. Ruth Bell is a Carleton graduate and former lecturer in the Department of Political Science. She is a founding member of many women's and educational organizations including the UNESCO sub-commission on the Status of Women and the Women's Legal Education and Action Fund. She has been a strong advocate of women's involvement in political activity. She was appointed to the Order of Canada in 1981. The late Dick Bell was a Member of Parliament, national director of the Progressive Conservative Party, and a member of Carleton's Board of Governors. He was appointed as Minister of Citizenship and Immigration in 1962.

Applications, including curriculum vitae and at least three confidential letters of reference, should be made to: Professor Laura Macdonald, Chair, Department of Political Science, B640 Loeb Building, Carleton University, 1125 Colonel By Drive, Ottawa, Ontario, Canada, K1S 5B6.

The closing date for applications is January 10, 2008, or until the position is filled.

Carleton University is strongly committed to fostering diversity within its community as a source of excellence, cultural enrichment, and social strength. We welcome those who would contribute to the further diversification of our faculty and its scholarship, including but not limited to women, persons with disabilities, visible minorities, Aboriginal peoples, and persons of any sexual orientation or gender identity. All qualified candidates are encouraged to apply. The applications of Canadians and permanent residents will be given priority.

Located in Ottawa, Ontario, Carleton University takes full advantage of the outstanding resources found in the nation's capital and has earned itself a reputation as one of Canada's foremost universities in many areas of study. With 800 full-time faculty, 1,200 teaching assistants, and close to 1,000 administrative staff supporting over 24,000 students, including some 3,000 graduate students, Carleton offers a vibrant work and learning community. Its operating budget for 2007–2008, exclusive of ancillary operations, is \$278,000,000.

For details on faculty positions available at Carleton, please check out our Website:

carleton.ca/facultyrecruitment

CAREERS CARRIÈRES

the largest university in the province and remains among the top research institutions in Canada. The Faculty of Education with its comprehensive programming, broad expertise and dynamic professional is an integral part of the education community and the University. Winnipeg is the largest city in the Province of Manitoba offering a rich cultural environment, including symphony, opera, dance, theatre, and ethnic festivals. Winnipeg provides ample opportunities for outdoor recreation in all seasons. Further information concerning the Department of Education or the city may be obtained from the following websites: www.unimn.ca or www.city.winnipeg.mb.ca/city. Letters of application, complete with curriculum vitae and transcripts should be forwarded to: Dr. Jon Young, Head, Department of Educational Administration, Foundations and Psychology, Faculty of Education, University of Manitoba, Winnipeg, Manitoba, R3T 2N2; Telephone (204) 474-9017; Fax: (204) 474-7564; Email: youngje@unimn.ca. In addition, applicants must arrange to have three confidential letters of reference forwarded directly by the referee to the address above by the deadline date. Please refer to Position No. 06857. Application materials, including letters of reference will be handled in accordance with the Freedom of Information and Protection of Privacy Act (Manitoba).

■ EDUCATION — University of Manitoba. The Department of Educational Administration, Foundations and Psychology invites applications for one full-time teaching position at the rank of Assistant Professor within the area of Guidance and Counselling. The successful candidate will commence July 1, 2008, or as soon as possible thereafter. Applicants must have, or be near to the completion of, an earned doctorate degree and provide evidence of the ability and potential to initiate and sustain an ongoing, high quality, research program. The capacity to teach effectively at both undergraduate and graduate levels will be an important consideration. The preferred candidate will have (1) an in-depth understanding of the role of the school counsellor in public school systems, and (2) A minimum of two years full-time experience in school-based counselling or counselling children and youth. Responsibilities include: 1) teaching courses at the undergraduate and graduate levels; 2) supervising the practicum experience of students; 3) carrying out an active research program; 4) participating in the Faculty's service activities; and 5) involvement in the educational community. The Faculty of Education prepares students for a career in the teaching profession and offers programs at both the undergraduate and graduate levels. Following a first degree, the After-Degree Bachelor of Education Program gives teacher candidates the opportunity to finish their studies on early, middle or senior years. The Department of Educational Administration, Foundations and Psychology has well-developed graduate programs at the MEd level with opportunity for further study at the doctoral level. The University of Manitoba is the largest university in the province and remains among the top research institutions in Canada. The Faculty of Education with its comprehensive programming, broad expertise and dynamic professional is an integral part of the education community and the University. Further information concerning the department, university or city can be obtained by visiting the following websites: www.unimn.ca or www.city.winnipeg.mb.ca/city. The University of Manitoba encourages applications from qualified women and men, including members of visible minorities, Aboriginal peoples, and persons with disabilities. All qualified candidates are encouraged to apply, however, Canadians and permanent residents will be given priority. Letters of application, complete with curriculum vitae and transcripts should be forwarded to: Dr. Jon Young, Head, Department of Educational Administration, Foundations and Psychology, Faculty of Education, University of Manitoba, Winnipeg, Manitoba, R3T 2N2; Telephone (204) 474-9017; Fax: (204) 474-7564; Email: youngje@unimn.ca. In addition, applicants must arrange to have three confidential letters of reference forwarded directly by the referee to the address above by the deadline date. Please refer to Position No. 06857. The closing date for applications is Monday, February 4, 2008. Application materials, including letters of reference will be handled in accordance with the Freedom of Information and Protection of Privacy Act (Manitoba).

■ EDUCATION — University of Alberta. The Department of Secondary Education, Faculty of Education, invites applications for a full-time tenure-track position of the Assistant Professor level in Social Studies/History Education. The effective start date is July 1, 2008. The salary range is commensurate with experience at the level of Assistant Professor. The successful candidate will have a doctorate degree and secondary school teaching experience in social studies. Preference will be given to candidates who demonstrate, in their teaching and research, critical approaches to social justice issues and who have a strong research and teaching background in one or more of the following areas: global and national citizenship education; history education, including historical consciousness and historical thinking; multicultural and diversity education; community education; aboriginal education; critical thinking, issues and inquiry-based education. Responsibilities will include teaching curriculum and instruction courses in the teacher education program, graduate teaching and supervision, program development, research and scholarly publication. Applications, including a letter outlining potential contributions to the Department in teaching and research, a curriculum vitae, samples of scholarly work, and the names of three referees, should be sent to: Elaine Simmt, Chair, Department of Secondary Education, 341 Education South, University of Alberta, Edmonton, Alberta, Canada, T6G 2G5. Consideration of applications will start January 31, 2008 and will continue until an appointment is made. All qualified candidates are encouraged to apply, however, Canadians and permanent residents will be given

priority. If suitable Canadian citizens or permanent residents cannot be found, other individuals will be considered. The University of Alberta lies on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.

■ EDUCATION — Simon Fraser University. Simon Fraser University seeks to fill a Junior University Chair effective September 1, 2008, subject to budgetary approval and approval by the Board of Governors. This is a tenure-track appointment at the senior assistant or junior associate level. The position is funded by and associated with the SFU Community Trust Endowment Fund (CTEF) project "Education organization and outcomes in diverse communities", an interdisciplinary research project involving faculty from the Department of Psychology, Department of Economics, Graduate Public Policy Program, and Faculty of Education. The position can be located in any of these four units (cross-appointment is also possible). Educators with a strong background in education policy, research utilization, and education reform and outcomes in diverse communities, student learning and learning environments, will be given serious consideration for an appointment to the Faculty of Education. The successful candidate will be expected to take an active role in training graduate students as well as providing undergraduate teaching, and will have the opportunity to connect with a multi-disciplinary group of researchers. Candidates should have completed their PhD within the last 10 years and have a demonstrated commitment to engaged to apply. However, Canadians and permanent residents will be given priority. Simon Fraser University is committed to employment equity and encourages applications from all qualified women and men, including visible minorities, Aboriginal people and persons with disabilities. Applicants should send a letter of application, curriculum vitae, and copies of research papers as soon as possible to: Ms. Linda Sheldon, West Mall Complex Room 4637, Simon Fraser University, 8888 University Drive, Burnaby British Columbia, V5A 1S6. Applicants should also arrange for three letters of reference to be sent directly to the same address. The application process will remain open until the position is filled. Email requests should be directed to kowals@sfu.ca. Under the authority of the University Act, personal information that is required by the University for academic appointment competitions will be collected. For further details see: www.sfu.ca/vp-academic/Faculty_Opening/Collection_Notice.htm.

■ EDUCATION — Tyndale University College & Seminary. Purpose Tyndale University College invites applications for up to four faculty positions for the new Bachelor of Education Program (pending final accreditation by the Ontario College of Teachers and Ministerial consent to launch in July 2008). These four tenure-track positions at the Assistant, Associate or Full Professor level will be filled over the next two years commencing as soon as January 1, 2008. Contractually limited non-tenure-track full-time positions will also be considered for those applicants who may wish to consider a leave from their current employer (i.e., Academic Institution or School Board). All positions are subject to budgetary approval. Responsibilities: The successful applicants will have the opportunity to be part of a collaborative team who will participate in the implementation of a newly developed degree program. Therefore, responsibilities will include teaching pre-service teacher candidates, engaging in research, supervising teacher candidates in their practica, contributing expertise towards the development of current educational resources, and participating fully in the education department's learning community. Qualifications: Tyndale is seeking applicants with the ability and background to teach in the following areas: Literacy and Language, Math, Science and Technology Studies, Social Studies, French as a Second Language, Special Education, and Educational Philosophy. All applicants should have experience in teaching at the University level (or evidence of teaching potential) and experience in teaching in schools (preferably at the junior, junior, or intermediate levels). A minimum of five years of teaching experience in Ontario's Ministry Guidelines and understanding of current issues in education is expected. Applicants for tenure-track positions should have a PhD or EdD in Education either completed or close to completion and an established program of research (or evidence of research potential). Applicants for term positions should have a minimum of a Master's degree or comparable degree. Employment at Tyndale University College is a Christian liberal arts institution offering degrees in the liberal arts and professional studies. Tyndale invites fully qualified male and female candidates to apply for these positions, however Canadian citizens and permanent residents will be given priority. Applications will be accepted until the positions are filled. Further information is available on our website at www.tyndale.ca. Cover letter, curriculum vitae and contact information for three references should be sent to: Dr. Daniel Scott, Academic Dean/Tyndale University College & Seminary, 25 Balyocyn Court, Toronto, Ontario, Canada, M2M 4B3, Phone: (416) 226-6380, ext. 6740; Fax: (416) 218-6762; Email: ds@tyndale.ca.

■ EDUCATION — York University. The Faculty of Education is seeking applications for a tenure-stream position at the Assistant Professor level in Assessment in Education commencing as early as July 1, 2008. See our ad in this issue's Careers section.

■ EDUCATION (MATHEMATICS) — York University. The Faculty of Education is seeking applications for a full-time tenure-stream position at the Assistant Professor level in Mathematics Education commencing July 1, 2008. See our ad in this issue's Careers section.

■ EDUCATION (SCIENCE) — Laurentian University. Ad # 10. The English Language School of Education invites applications for one tenure-track position. Please see our display ad in this issue.

BC Children's Hospital (BCHC) cares for the province's most acutely ill or injured children and youth, provides developmental and rehabilitation services to children and youth throughout BC, and offers a broad range of health services. BCHC also operates a wide number of specialized health programs, is a leading acute care teaching facility, and conducts research to advance health and care through the Child and Family Research Institute and in partnership with the University of British Columbia.

The BCHC is an agency of the Provincial Health Services Authority (PHSA), which plans, manages and evaluates selected specialty and province-wide health care services across BC. PHSA embodies values that reflect a commitment to excellence. These include: Patients first • Best value • Results matter • Improvements through knowledge • Open to possibilities.

Provincial Health Services Authority
Better health.

www.phsa.ca

CLINICIAN TEACHER PEDIATRIC DERMATOLOGY BC CHILDREN'S HOSPITAL VANCOUVER, BRITISH COLUMBIA — CANADA

The Department of Pediatrics (UBC/BC Children's Hospital) is seeking a pediatric dermatologist who is interested in a clinical academic career supporting the needs of children and youth with complex dermatological conditions. This is a clinical faculty position with the successful applicant expected to provide provincial leadership in clinical care, to be active in the education programs of the department and to support and contribute to clinical research and quality improvement.

BCHC is a 200 bed tertiary care children's hospital, serving a population of almost 5 million. This is the only children's hospital in the province and cares for the most acutely ill or injured children and youth and those with complex medical problems. UBC is a research-intensive university with the province's only medical school located in distributed campuses and is home to more than 50,000 undergraduate, graduate and international students and 4000 faculty members within 12 faculties.

The successful applicant will have a Fellowship in Dermatology from the Royal College of Physicians and Surgeons (FRCP) or equivalent, and subspecialty training and certification in Pediatric Dermatology. The successful candidate must be eligible to obtain a specialist's license to practice in British Columbia. Rank and salary will be commensurate with qualifications and experience.

BCHC and the UBC Department of Pediatrics hire on the basis of merit and encourage all qualified persons to apply. Canadian law requires that qualified Canadians be given preference in hiring decisions.

Interested applicants should submit a letter of interest, curriculum vitae and names and addresses of three referees to: Dr. J. Prenderville, Division Head Dermatology, BC Children's Hospital, Room 1C14, 4480 Oak Street, Vancouver, BC V6H 3V4. Email: jprenderville@cw.bc.ca

Closing date: December 31, 2007
Anticipated Start Date: July 1, 2008.

Additional information can be found at:
www.bchchildrens.ca, www.pediatrics.med.ubc.ca,
www.cfr.ca, as well as www.ubc.ca



www.bchchildrens.ca



SIMON FRASER UNIVERSITY
THE MAKING OF THE WORLD

SENIOR DIRECTOR ATHLETICS & RECREATION

In just four decades, SFU has earned an international reputation for innovative teaching, research, athletics, and community outreach. Some of the world's brightest minds are pushing the boundaries of knowledge in SFU's continually expanding community of more than 24,000 students, more than 1,000 faculty and over 92,000 alumni world wide. With three distinctive campuses, SFU consistently ranks as one of Canada's leading comprehensive universities.

Reporting to the Associate Vice President, Students & International, the Senior Director Athletics & Recreation is responsible for providing innovative leadership to the Division and for the overall planning, implementation, management and evaluation of Athletics and Recreation in alignment with the goals and objectives of SFU. As a member of the Senior Management Team of Student Services, the Senior Director will lead this ambitious Division to a high level of national and international recognition.

The successful candidate for this premier athletics and recreation role brings senior leadership experience, along with outstanding organizational and financial management skills. She/he will have the ability to foster a positive, open and cooperative environment to build strong relationships within the Division, the University and external community as well as a commitment to develop an environment of excellence for athletes, students, faculty and staff. Candidates will have a minimum of a Master's degree or an equivalent combination of education and experience commensurate with the role.

All qualified candidates are encouraged to apply, however, Canadians and permanent residents will be given priority. SFU is committed to employment equity and encourages applications from all qualified candidates, including Aboriginal peoples, persons with disabilities, members of visible minorities and women.

To learn more about this exciting opportunity, call Maureen Geldart or Maxine Adam st (604) 926-0005 or forward your application package (current CV, letter of application and reference list) in confidence to The Geldart Group. Email: info@thegeldartgroup.com



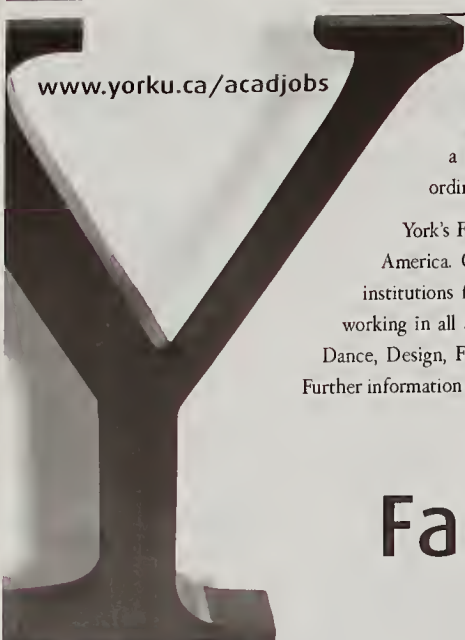
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CAREERS CARRIÈRES



www.yorku.ca/acadjobs

York University offers a world-class, modern, interdisciplinary academic experience in Toronto, Canada's most multicultural city. York is at the centre of innovation, with a thriving community of almost 60,000 faculty, staff and students who challenge the ordinary and deliver the unexpected.

York's Faculty of Fine Arts ranks among the leading centres for fine arts education in North America. One of Canada's largest and most comprehensive professional training and research institutions for fine arts and design, the Faculty comprises some 2,800 students and 165 faculty working in all areas of fine arts practice and scholarship. The Faculty includes the departments of Dance, Design, Film, Music, Theatre, and Visual Arts, and a program in Fine Arts Cultural Studies. Further information about the Faculty can be found at www.finearts.yorku.ca

Faculty of Fine Arts

TENURE-TRACK POSITIONS

DEPARTMENT OF FILM

York's Department of Film is recognized as one of the premier centres for film production, screenwriting, and cinema and media studies. Housed in the largest film and theatre teaching complex in Canada, the faculty includes award-winning filmmakers, screenwriters, and internationally acclaimed film theorists, historians and critics. With two Canada Research Chairs and faculty who specialize in a variety of research fields (including film history and film theory; Chinese, Japanese, and African cinemas; Canadian cinemas; documentary films; and new media), Cinema and Media Studies at York offers students an expansive range of courses at both the graduate and the undergraduate level. The Department anticipates inaugurating a PhD program in Cinema and Media Studies in Fall 2008.

Cinema and Media Studies

Applications are invited for a full-time tenure-track position at the rank of Assistant Professor in Cinema and Media Studies, to commence July 1, 2008. Responsibilities will include teaching a full range of appropriate undergraduate and graduate courses, supervising graduate thesis work, serving on Department, Faculty and University committees, advising students and developing curriculum. Specialization in one or more of the following is required: Cinema and Technologies of the Image, Cinema and Cultural theory, and/or Cross-cultural Cinemas and Globalization. Applicants should have a PhD in Film Studies or a related discipline and have, or demonstrate the potential for, a distinguished and active program of research and publication, as well as an excellent record of teaching and supervision at both the undergraduate and the graduate level. The Department welcomes candidates with a working knowledge of both of Canada's official languages, as well as the ability to participate in cross-disciplinary doctoral work in Philosophy; Political Science; Social and Political Thought; History; and Communications and Culture.

Screenwriting

Applications are invited for a full-time tenure-track position at the rank of Assistant Professor in Screenwriting, to commence July 1, 2008. Responsibilities will include teaching a full range of undergraduate and graduate courses in screenwriting, supervising graduate screenwriting theses, advising students, developing and implementing curriculum (especially for the forthcoming undergraduate major in screenwriting), and serving on Department, Faculty and University committees. Applicants must have an MFA in Screenwriting or a related discipline, a national reputation for excellence in the writing of

screenplays for film and television, and a distinguished record of teaching screenwriting to both undergraduate and graduate students. The Department welcomes candidates with evidence of significant achievement in one or more of the related arts bearing promise of cross-disciplinary contribution to the Department or Faculty (e.g., directing, playwriting, writing for radio, musical performance and composition, photography, painting).

The successful candidates should be suitable for prompt appointment to the Faculty of Graduate Studies. Salaries will be commensurate with qualifications and experience. Full position details can be viewed by clicking on Academic Positions at www.yorku.ca/acadjobs. All positions are subject to budgetary approval.

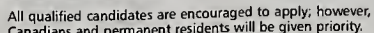
A letter of application, indicating the position for which you are applying, with a curriculum vitae, three letters of reference and a brief writing sample should be sent to: **Brenda Longfellow**, Chair, Department of Film, Room 222, Centre for Film and Theatre, York University, 4700 Keele Street, Toronto, Ontario, Canada, M3J 1P3. Tel: 416.736.5149. E-mail: blongfellow@yorku.ca. The deadline for receipt of completed applications is January 4, 2008.

York University has an Affirmative Action Program with respect to its faculty and librarian appointments. The designated groups are: women, racial/visible minorities, persons with disabilities and aboriginal peoples. Persons in these groups must self-identify in order to participate in the Affirmative Action program. The Affirmative Action Program can be found on York's web site at www.yorku.ca/acadjobs or a copy can be obtained by calling the affirmative action office at 416.736.5713. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority.

YORK 
UNIVERSITÉ
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redefine THE POSSIBLE.

the Department of English at Saint Mary's University invites applications for a tenure-track position in English at the entry-level rank of Assistant Professor starting 1 July 2008. Applicants should have a PhD or be working towards one. Candidates should be teaching a candidate with a commitment to undergraduate teaching and particular expertise in Literature of the Black Diaspora, African American, African Canadian, or Caribbean literature. Other areas of secondary interest in such areas as Cultural Studies, Migration and Immigration, Film Studies and New Media. The mission of Saint Mary's University is to offer undergraduate, graduate, and continuing education programs that are rooted in the Christian tradition, provide a full range of part-time students; to carry out research and disseminate its results; and to serve the community at the local, regional, national, and international levels. In carrying out this mission, Saint Mary's University is committed to accessibility, diversity, and the

Memorial University is committed to employment equity and encourages applications from qualified women and men, visible minorities, aboriginal people and persons with disabilities. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.



CAREERS CARRIÈRES

provision of a positive and supportive learning environment. It attaches high priority to promoting the personal as well as the intellectual development of students, to encouraging engagement with global issues, and to fostering the spirit of critical inquiry through the effective integration of teaching and research. Applicants should submit a letter of application, a curriculum vitae, a teaching dossier, including evidence of teaching effectiveness, a sample of recent scholarly writing, graduate school transcripts, and names and contact information of three referees to: Dr. Michael J. Larsen,

Chairperson, Department of English, Saint Mary's University, Halifax, Nova Scotia, B3H 3C3. Electronic applications may be submitted to Ms. Gwen Haidman: gwen.haidman@smu.ca. The closing date for applications is February 15, 2008. Although candidates of all nationalities are encouraged to apply, priority will be given to Canadian citizens and permanent residents. Saint Mary's University is committed to principles of employment equity. Rank and salary will be commensurate with experience and qualifications as outlined in the Saint Mary's University Collective Agreement.

■ **ENGLISH — Saint Mary's University.** The Department of English at Saint Mary's University invites applications for a tenure-track position in English at the entry-level rank of Assistant Professor starting July 2008. Applicants should have a PhD or be near completion. The Department is seeking a candidate with a commitment to undergraduate teaching and particular expertise in Late Medieval Literature, including Chaucer, with possible secondary interest in such areas as History of the English Language, Fantasy and/or Science Fiction, Cultural Studies, Film Studies and New Media.

The mission of Saint Mary's University is to offer undergraduate, graduate, and continuing education programs to both full-time and part-time students; to carry out research and disseminate its results; and to serve the community at the local, regional, national, and international levels. In carrying out its mission, Saint Mary's is guided by a commitment to accessibility, diversity, and the provision of a positive and supportive learning environment. It attaches high priority to promoting the personal as well as the intellectual development of students, to encouraging engagement with global issues, and to fostering the spirit of critical inquiry through the effective integration of teaching and research. Applicants should submit a letter of application, a curriculum vitae, a teaching dossier, including evidence of teaching effectiveness, a sample of recent scholarly writing, graduate school transcripts, and names and contact information of three referees to: Dr. Michael J. Larsen, Chairperson, Department of English, Saint Mary's University, Halifax, Nova Scotia, B3H 3C3. Electronic applications may be submitted to Ms. Gwen Haidman: gwen.haidman@smu.ca. The closing date for applications is February 15, 2008. Although candidates of all nationalities are encouraged to apply, priority will be given to Canadian citizens and permanent residents. Saint Mary's University is committed to principles of employment equity. Rank and salary will be commensurate with experience and qualifications as outlined in the Saint Mary's University Collective Agreement.

Applicants should also arrange for three letters of reference to be submitted under separate cover. Quota Competition No. 07.10.240. Send all application materials, including reference letters to: Human Resources Department, Grant MacEwan College, City Centre Campus, 7-105, 10700 104 Ave., Edmonton, AB T5J 4S2; Fax: (780) 497-5430; Phone: (780) 497-5434; E-mail: career@macewan.ca. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The deadline for receipt of applications is February 15, 2008. For further information about this employment opportunity, please refer to our website at www.macewan.ca/faculty.

■ **ENGLISH — St. Wilfrid Grenfell College.** Please see our display ad in the issue for details.

■ **ENGLISH LANGUAGE & LITERATURE — University of Waterloo.** Senior scholars are invited to apply for an open-rank position in Literary Studies in the Department of English Language and Literature at the University of Waterloo. The Department will consider applications working in all areas of Literary Studies in English including historical periods, national or diasporic literatures, cultural movements, genres, and theories. The Faculty of Arts at the University of Waterloo is currently promoting several pertinent research themes, including Culture, Identity, and Memory; Global Engagement; Cognitive Science; and Creativity and Performance. The successful candidate will be offered a wide range of teaching experiences from first-year undergraduate courses through to graduate teaching and supervision of doctoral students. In addition to undergraduate programs in English Language and Literature, and Rhetoric and Professional Writing, our Department offers innovative MA programs in Literary Studies and in Rhetoric and Communication. The position is a unique PhD that integrates Literary Studies with fields of Rhetoric, Writing, Discourse and Text Analysis, and Media Theory and Design. As the Department promotes an integrated research culture, secondary expertise in any area of rhetoric or language study will be considered an asset. The teaching load is 2 + 2, which normally includes one graduate course. Salary will be commensurate with rank and experience. Please visit our website at <http://www.uwaterloo.ca> for more information about the Department. Appointment date flexible. The successful candidate will have the opportunity to participate in the growth of the Humanities and Graduate Studies in Waterloo's Faculty of Arts. The University of Waterloo is a research-intensive public institution, with the largest and most successful cooperative education program

in North America. In last year's Maclean's Magazine national rankings, Waterloo was named one of the top three comprehensive universities in the country and has ranked "Best Overall" university in Canada in the national reputational survey in 12 out of the last 15 years. The university is located in a mid-sized city in the heart of Canada's Golden Triangle, one hour from Toronto, fifty minutes from Pearson International Airport. Consideration of applications will begin on March 4, 2008. Please send letter of application, curriculum vitae, and supporting documents (graduate transcripts, writing sample), and arrange for three letters of reference to be sent to: Dr. Kevin McGue, Chair, Department of English Language and Literature, University of Waterloo, Waterloo ON N2L 2G1. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples and persons with disabilities. This appointment is subject to the availability of funds.

■ **ENVIRONMENTAL POLICY — St. Wilfrid Grenfell College.** Please see our display ad in the issue for details.

■ **FAMILY STUDIES — Brescia University College.** Brescia University College invites applications for a tenure stream position in Family Studies at the rank of Assistant or Associate Professor commencing July 1, 2008. Family Studies is a growing program at Brescia offering two degrees, the Bachelor of Arts (Human Ecology) and the Bachelor of Science (Human Ecology). Full information on the programs is found on the Brescia web site at <http://www.brescia.uwo.ca>. The successful candidate will hold a PhD in Family Studies or related discipline, have demonstrated strength in teaching at the university level, and a solid research and publication record. The preferred candidate will have demonstrated ability to contribute to program planning and course development in field of Family Studies. Brescia University College is a Catholic college for women united with The University of Western Ontario at London, Ontario. The College is committed to the principles of employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people and persons with disabilities. However, Canadians and permanent residents will be given priority. This

CHAIR, DEPARTMENT OF SOCIOLOGY AND ANTHROPOLOGY

The Department of Sociology and Anthropology at the University of Guelph invites applications for the position of Chair. The position carries with it a full-time tenured academic appointment (rank open). The appointment as Chair would be for five years, renewable for a second term of up to five years. The preferred start date is July 1, 2008. Salary will be related to qualifications and experience.

The Department of Sociology and Anthropology has 28 tenure-track faculty members, 16 of whom have been appointed since 2000, and nearly 1000 undergraduate students registered in majors in Sociology, Anthropology, Rural Development Sociology, and Criminal Justice and Public Policy (in collaboration with the Department of Political Science). The department participates in an interdisciplinary Women's Studies program and is an important contributor to the major in International Development. The department also contributes to the Justice Studies program at the University of Guelph-Humber. The department has nearly 60 MA students registered in programs in Sociology, Anthropology (joint with the University of Waterloo) and Criminology and Criminal Justice Policy (in collaboration with the Department of Political Science). A PhD program in Sociology will be launched in 2008. Additional information about the department and its programs can be found at <http://www.sociologyuoguelph.ca>

In collaboration with departmental colleagues, the Chair is expected to guide the future direction and positioning of the department. The Chair will also be expected to maintain and communicate a sense of direction in research and teaching; to act as a responsible advisor for the department; to encourage respect for a range of career paths and different forms and fields of scholarship; and to maintain a sense of pride, achievement and community among all members (students, staff and faculty) of the department.

Candidates should have an earned doctorate and an established record of research excellence in an area relevant to the department's academic programs and mission. In addition, they should be capable of providing leadership concerning the development of the department's research capacity and for the maintenance of its record of teaching effectiveness. The successful candidate will be expected to conduct research and to teach.

All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

Inquiries and applications should be directed to Alun Joseph, Dean of Social and Applied Human Sciences and chair of the selection committee. All applicants must submit a curriculum vitae, a brief (2-3 pages) self assessment of the skills and experience that they would bring to the position, and arrange for three letters of reference to be sent directly to Dean Joseph before January 15, 2008. Contact details follow:

Alun Joseph, Dean
College of Social and Applied Human Sciences
University of Guelph, Guelph
Ontario, Canada, N1G 2W1
E-mail: casahsdean@uoguelph.ca
Tel: (519) 824-4120, ext. 52400
Fax: (519) 766-4797
Website: (<http://www.casahs.uoguelph.ca/>)

The University of Guelph is committed to an employment equity program that includes special measures to achieve diversity among its faculty and staff. We therefore particularly encourage applications from qualified aboriginal Canadians, persons with disabilities, members of visible minorities, and women.

UNIVERSITY OF GUELPH

Faculty Positions Available

The University of Regina is a university on the move, striving for excellence in its innovative academic, research, and community service pursuits. The University is building on its strengths and looking to the future in areas as diverse as culture and heritage, energy and environment, informatics, health, and social justice. It enjoys constructive relationships with three federated colleges, with all levels of government, and with business, research, and community partners. With over 12,500 students, 2,200 faculty and staff, and an operating budget of \$112 million, the University of Regina is committed to being a great place to study and work.

All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

The University of Regina is committed to achieving a representative workforce and qualified diversity group members are encouraged to self identify on their applications.

FACULTY OF ARTS

Term and Tenure-Track Positions

In the Departments of Anthropology, Economics, English, Journalism, Justice Studies, Religious Studies, and Sociology

FACULTY OF BUSINESS ADMINISTRATION

Tenure-Track Position

In the area of Accounting and/or Tax Accounting

FACULTY OF EDUCATION

Term and Tenure-Track Positions

In the areas of Early Childhood Education, Core Studies (foundational, administrative and professional studies), Cross-Cultural and Anti-Racist Education, and Inclusive Education

FACULTY OF ENGINEERING

Tenure-Track Positions

In the areas of Industrial & Petroleum Systems Engineering

FACULTY OF FINE ARTS

Tenure-Track Positions

In the Departments of Music and Visual Arts

FACULTY OF GRADUATE STUDIES & RESEARCH

Tenure-Track Position in the Johnson-Shoyama Graduate School of Public Policy
In the area of Public Policy and Law

For detailed descriptions on these positions, please visit www.uregina.ca/hr/recruitment.html



UNIVERSITY OF REGINA

University of Regina
3737 Wascana Parkway, Regina, SK S4S 0A2
www.uregina.ca



THE UNIVERSITY OF WINNIPEG

Department of Biology
TENURE-TRACK FACULTY POSITIONS

The University of Winnipeg is boldly moving in new directions including the construction of a science complex with state of the art research and teaching facilities, the establishment of the Richardson College of the Environment, and the launch of new graduate programs. The Department of Biology is playing a key role in these new initiatives and is looking for dynamic individuals open to new challenges and opportunities. Our ideal candidates will collaborate with other researchers in the department, at the university, and in the cluster of neighboring research agencies in Winnipeg. Here we invite applications for three tenure-track faculty:

PLANT BIOLOGIST

Assistant Professor — The successful candidate will conduct research in plant biology and will teach in our plant biology curriculum (e.g. vascular plants, plant systematics).

VERTEBRATE ECOLOGIST

Assistant Professor — The successful candidate will conduct research in vertebrate ecology; this could include but is not restricted to wildlife or fish biology. Teaching will include ecology and chordate biology.

GRADUATE FACULTY IN BIOSCIENCE, TECHNOLOGY & PUBLIC POLICY

Assistant or Associate Professor — The successful candidate will participate in our new graduate program set to launch in September 2008. This individual will play a leadership role in developing the program including graduate research and teaching. Individuals applying at the rank of Associate Professor will be established researchers with external funding (NSERC, CHIR or equivalent). The research area is open. The position may involve some undergraduate teaching; experience in graduate program coordination is an asset.

Applicants for all positions must hold a PhD in the life sciences; postdoctoral experience is preferred. We expect successful candidates to develop externally-funded research programs. Individuals able to teach ecology and/or genetics will be strongly preferred; expertise in quantitative biology is an asset.

Applicants should send their curriculum vitae, an outline (maximum 2 pages) of their proposed research program, a statement of teaching philosophy (maximum 2 pages), and arrange for three letters of reference to be sent to: Dr. Ed Byard, Chair, Department of Biology, University of Winnipeg, 515 Portage Ave., Winnipeg, MB, Canada, R3B 2E9. Applications sent by e-mail attachment will also be accepted (e.byard@uwinnipeg.ca). The closing date for all applications is January 18, 2008 with a start date of July 1, 2008. The University of Winnipeg is committed to employment equity, welcomes diversity in the workplace and encourages applications from all qualified individuals including women, members of visible minorities, aboriginal persons, and persons with disabilities. In accordance with Canadian Immigration requirements, this advertisement is initially directed to Canadian citizens and permanent residents. Hiring of new faculty is dependent on budgetary approval. Additional information on the Department is available at <http://biology.uwinnipeg.ca/>.

CAREERS CARRIÈRES

ian, effective 01 July 2008. The successful candidate will hold a PhD in a relevant field and will have native or near-native fluency in German and Russian and a good working knowledge of English. We are seeking candidates with a strong research record and successful experience in teaching at the university level. The department will consider applications from accomplished candidates with expertise in nineeenth and twentieth-century literature. Additional expertise in theory and/or film would be an advantage. The successful candidate will teach undergraduate language courses and specialized senior literature and culture courses. Applicants should send a dossier, including a curriculum vitae, teaching evaluations, sample publications, and/or conference papers, and should also arrange to have three reference letters sent to Professor P.M. Bird, Acting Head, Department of Languages and Linguistics, University of Saskatchewan, 9 Campus Drive, Saskatoon, SK, S7N 5A5. The review of applications will begin on 01 January 2008. Prospective applicants are welcomed to consult the department web site at <http://www.usask.ca/languages/> for additional information and to get in touch with the acting department head by email with any enquiries well in advance.

GERMANIC & SLAVIC STUDIES—University of Waterloo. The Department of Germanic and Slavic Studies invites applications for the position of Professor of German Studies beginning July 1, 2008. In order to build on existing strengths and to expand its current faculty complement, the Department is seeking an individual in the field of German Romanticism, with additional qualifications in film and literary/cultural theory, whose research and teaching extend across disciplinary lines to all areas of the humanities. We are seeking candidates who are innovative thinkers and leaders in their fields, with an international reputation.

and an outstanding record of achievement in research and in teaching and supervision at undergraduate and graduate levels. Appointment will be at Full Professor rank. This appointment will be tenured; salary will be commensurate with qualifications and experience. Applications should include a Curriculum Vitae (including a list of references), samples of recent research work, and evidence of teaching accomplishment. In order to be eligible for consideration, applications must be received by January 1, 2008. Please send applications to Dr. Michael Boehling, Chair, Department of Germanic and Slavic Studies, University of Waterloo, Waterloo, ON N2L 3G1, Canada. Tel: 519-888-4567, ext. 324248; Fax: 519-746-5243; e-mail: jboehling@uwaterloo.ca. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples and persons with disabilities.

GESTION—McGill University. La faculté de gestion Desautels est à la recherche de candidats pour des postes de professeur agrégé/adjoint dans les domaines de la comptabilité, finance, gestion générale, gestion de l'information, sciences de la gestion (gestion des opérations), marketing, comportement organisationnel et politique générale des entreprises. Les candidats possèdent une solide expérience de recherche ou ont le potentiel de s'y consacrer, ainsi qu'une bonne expérience de l'enseignement. Les candidats au poste de professeur adjoint doivent posséder un doctorat ou en être en train de le terminer dans l'année. Salaires et échelon sont fonction des qualifications et de l'expérience de recherche des candidats. La faculté de ges-

tion Desautels compte 70 professeurs à plein temps et offre des programmes de baccalauréat en commerce, de MBA et de PhD. Faîtes parvenir votre candidature, ainsi que trois (3) lettres de références et diplômes (copies) obtenus au Vice-doyen des affaires académiques, Faculté de gestion Desautels, 1001, rue Sherbrooke ouest, Montréal, Québec, H3A 1G5, avant le 31 janvier 2008. Conformément à la réglementation canadienne en matière d'immigration, ces offres d'emploi s'adressent aux citoyens canadiens et aux résidents permanents. L'université McGill soutient l'équité en matière d'emploi.

GLOBAL STUDIES—Wilfrid Laurier University. The Department of Global Studies at Wilfrid Laurier University in Waterloo, Ontario, invites applications for a tenure-track appointment at the Assistant Professor level, commencing July 1, 2008, subject to budgetary approval. Research expertise must be in the fields of International Public Policy/Comparative Public Policy and may range from but is not exclusive to, for example, policymaking in conflict or post-conflict zones (e.g., migration and citizenship; human trafficking; tribunals and compensation; transitional justice); areas covered include: international humanitarian law; peacebuilding and reconstruction; gender and violence; the political uses of violence. The successful candidate will teach a core course in the MA in International Public Policy and may also be asked to teach in the MA in International Development. The candidate will also teach undergraduate courses on peace and conflict in the Department of Global Studies. Preference will be given to specialists in areas other than Sub-Saharan Africa and Latin America. Applicants should hold a PhD or be near completion. Applicants should submit a letter of application, curriculum vitae, sample publications, evidence of excellence in teaching, and the names and contact information of three professional refer-

ees. Please send applications packages by mail to: Dr. John Boye Elbowch, Chair, Department of Global Studies, Wilfrid Laurier University, Waterloo, Ontario, N2L 3G5. Applications must be received no later than January 31, 2008. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Wilfrid Laurier is committed to equity and values diversity. We welcome applications from qualified individuals of all genders and sexual orientations, persons with disabilities, Aboriginal persons, and persons of a visible minority. Members of the designated groups must self-identify to be considered for employment equity. Candidates may self-identify, in confidence, to the Dean of the Faculty of Arts, Dr. David Dochow.

HEALTH STUDIES—Dalhousie University/University of British Columbia. Postdoctoral Fellow in Research Associate. Applications are invited for a 2.5 year research position with the Family Food Practice (FFP) research program at UBC and Dalhousie University. FFP is exploring how local food cultures, social class, and family context interact, and intersect with gender, race and culture to produce everyday food practices. Applicants should hold or be completing a PhD in a field like sociology, education, geography, women's studies, health promotion, or family studies. Candidates must have demonstrated skill in qualitative research, strong interpersonal skills, and demonstrated ability to provide leadership within a team environment. The ideal candidate will have demonstrated familiarity with analysis of gender, social class, culture, and/or place in relation to health in research. Annual stipend of \$50,000. Tenure in Halifax or Vancouver. Send CV and letter outlining research interests to:

Brenda Beagan, School of Occupational Therapy, Dalhousie University, Halifax, NS, B3H 3J5; bbeagan@dal.ca, by Jan 18, 2008. Dalhousie University and UBC hire on a non-exclusive basis. Successful candidates must have successfully defended their PhD after July 2005 and prior to May 1, 2008. Applicants who will successfully defend their PhD after July 2005 and prior to May 1, 2008 are eligible and any award will be conditional on a successful defense. Such applicants must also include a letter of confirmation from their supervisor and the Chair of their Department. Degree candidates and recipients of the Ph.D. from The University of Toronto are ineligible. Fellowships are open to citizens of Canada, the United States, and other nations. The University of Toronto is strongly committed to diversity within its community and especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, members of sexual minority groups, and others who may contribute to the further diversification of ideas. Application Procedure: Please submit the following materials electronically by January 4, 2008. 1. A two-to-four-page letter of application, including a statement of research interests and expertise in one of the themes, Telling Stories, (outlining the research to be undertaken during the term of fellowship); 2. A full curriculum vitae; 3. Three letters of reference (submitted by email, if possible, by January 4, 2008); 4. Copies of published work extracts from dissertations, or drafts of work in progress (not to exceed 25-30 pages); 5. A cover page statement of research interests (including course proposal). For any questions or further information, please contact Robert Gibbs, Director of the School of Occupational Therapy, at robert.gibbs@utoronto.ca or see the website: www.humanities.utoronto.ca.

HISTOIRE—Université Laurentienne. Annonce # 34. Le département d'histoire sollicite des candidatures pour deux postes. Un poste en histoire canadienne avec spécialisation en histoire de l'Ontario et de l'Ontario français. Un poste en histoire canadienne pour lequel le candidat sera appelé à enseigner dans un autre champ que l'histoire canadienne. Veuillez consulter notre annonce dans cette édition.

HISTORY—Brescia University College. Brescia University College invites applications for a tenure-track position at the rank of Assistant or Associate Professor in History commencing July 1, 2008. Applicants will have a PhD in History, demonstrated excellence in teaching at the university level in their subject area, and the potential for a strong research record. The successful candidate should have expertise in one of the following areas: Canadian, European or British History. The ability to offer courses in Women's History is an asset. Brescia University College is a Catholic university college for women affiliated with The University of Western Ontario at London, Ontario, offering instruction in both women and men. Brescia University College is committed to the principles of employment equity and welcomes applications from all qualified women and men, including visible minorities, indigenous peoples and persons with disabilities; however, Canadians and permanent residents will be given priority. This position is subject to budgetary approval. Applicants should submit by mail a letter of application, a curriculum vitae (and request three letters of reference to be sent directly to: Dr. Lorna Bowman, Academic Dean, Brescia University College, 1285 Western Road, London, Ontario, N6G 1H2. The deadline for receipt of applications is December 21, 2007 or until the position is filled.

HISTORY—St. Jerome's University. St. Jerome's University, situated in the heart of the University of Waterloo campus, is a public Roman Catholic university federated with the University of Waterloo since 1960. The Department of History at St. Jerome's University invites applications for a tenure-track appointment at the rank of Assistant Professor, commencing July 1, 2008. The successful candidate will have a PhD in History with expertise in Canadian foreign relations. Knowledge of Canada's international relations with BRICSAM countries is especially welcome. In addition to teaching courses in History, an interest in and ability to contribute to inter-disciplinary programs in History is an asset. The successful candidate may also have an opportunity to participate in graduate teaching and supervision in the University of Waterloo program. Faculty members must meet a high standard of teaching excellence, have a strong sense of collegiality, demonstrate a commitment to service, and develop a strong research agenda. As of May 1, 2007, the salary for an Assistant Professor is \$63,810. Candidates should send a letter detailing their interest in and suitability for the position, a curriculum vitae, a teaching portfolio dossier with a statement of teaching philosophy, an outline of a research agenda, any sample publications, and three confidential letters of recommendation. Applications from women and men who are familiar with and sympathetic to the traditions of the Roman Catholic faith are encouraged. Please send applications to Dr. Whitney Lackenbauer, Acting Chair, Department of History, St. Jerome's University, 280 Westmount Rd N, Waterloo, ON, Canada N2L 3G3. St. Jerome's University is committed to the principles of employment equity and in accordance with Canadian Immigration requirements this advertisement is directed in the first instance to Canadian citizens and permanent residents of Canada. All applications must be submitted by December 21, 2007. For further information on St. Jerome's University, visit: www.sju.ca.

HUMAN KINETICS—University of Waterloo. Ad #15. The School of Human Kinetics invites applications for a tenure-track position. Please see our display ad in this issue. **HUMANITIES**—University of Toronto. The Jackman Humanities Institute (JHI) at the University of Toronto is pleased to announce Andrew W. Mellon Postdoctoral Fellowships designed to provide financial and intellectual support for outstanding scholars at the beginning of their professional careers. Up to three fellows in the Humanities (The JHI interprets "Humanities" as a broad category, including political theory, interpretive social sciences, music and the arts) will be selected each year for a two-year fellowship in the new JHI. Fellows will be selected on the basis of accomplishment appropriate to their stage in their careers, the promise of excellence and the relevance of their research to the annual theme. The theme for the 2008-09 year is: Telling Stories. Making sense of our world depends on the practice of narrating events, in both oral and written traditions, and in the visual arts. The JHI has a long tradition in the field of the history of the visual arts, a film or a single painting—the ability of telling stories serves as a topic for diverse kinds of scholarly inquiry. Humanities research explores various modes of telling and the social, political, epistemological and ethical implications of how and why stories are told. The Fellows will pursue their individual research in the context of the JHI. They will have offices at the JHI and will participate in weekly seminars and other activities in the field of fellows. In addition, each Fellow will be affiliated with a Department and will teach one course each term of their two-year fellowship. We are especially interested in candidates who have an interest in and capacity for interdisciplinary work of a high quality. The Fellowship provides an annual \$50,000 (Canadian) stipend. We invite applications from qualified candidates for fellowships to begin 1 July 2008. Applicants and referees are to send these application materials electronically to: humanities@chass.utoronto.ca by Friday, January

4, 2008. For submission guidelines, please visit <http://www.humanities.utoronto.ca/proposals.html>. Awards will be announced in March 2008. Eligibility. Eligible applicants must have successfully defended their PhD after July 2005 and prior to May 1, 2008. Applicants who will successfully defend their PhD after July 2005 and prior to May 1, 2008 are eligible and any award will be conditional on a successful defense. Such applicants must also include a letter of confirmation from their supervisor and the Chair of their Department. Degree candidates and recipients of the Ph.D. from The University of Toronto are ineligible. Fellowships are open to citizens of Canada, the United States, and other nations. The University of Toronto is strongly committed to diversity within its community and especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, members of sexual minority groups, and others who may contribute to the further diversification of ideas. Application Procedure: Please submit the following materials electronically by January 4, 2008. 1. A two-to-four-page letter of application, including a statement of research interests and expertise in one of the themes, Telling Stories, (outlining the research to be undertaken during the term of fellowship); 2. A full curriculum vitae; 3. Three letters of reference (submitted by email, if possible, by January 4, 2008); 4. Copies of published work extracts from dissertations, or drafts of work in progress (not to exceed 25-30 pages); 5. A cover page statement of research interests (including course proposal). For any questions or further information, please contact Robert Gibbs, Director of the School of Occupational Therapy, at robert.gibbs@utoronto.ca or see the website: www.humanities.utoronto.ca.

INTERNATIONAL DEVELOPMENT—University of Guelph. The University of Guelph invites applications for a tenure-track appointment in the field of International Development Studies to be located in the Department of Sociology and Anthropology or the Department of Political Science. The appointment will commencing July 1, 2008. The successful candidate will have a PhD in History with expertise in Canadian foreign relations. Knowledge of Canada's international relations with BRICSAM countries is especially welcome. In addition to teaching courses in History, an interest in and ability to contribute to inter-disciplinary programs in History is an asset. The successful candidate may also have an opportunity to participate in graduate teaching and supervision in the University of Waterloo program. Faculty members must meet a high standard of teaching excellence, have a strong sense of collegiality, demonstrate a commitment to service, and develop a strong research agenda. As of May 1, 2007, the salary for an Assistant Professor is \$63,810. Candidates should send a letter detailing their interest in and suitability for the position, a curriculum vitae, a teaching portfolio dossier with a statement of teaching philosophy, an outline of a research agenda, any sample publications, and three confidential letters of recommendation. Applications from women and men who are familiar with and sympathetic to the traditions of the Roman Catholic faith are encouraged. Please send applications to Dr. Whitney Lackenbauer, Acting Chair, Department of History, St. Jerome's University, 280 Westmount Rd N, Waterloo, ON, Canada N2L 3G3. St. Jerome's University is committed to the principles of employment equity and in accordance with Canadian Immigration requirements this advertisement is directed in the first instance to Canadian citizens and permanent residents of Canada. All applications must be submitted by December 21, 2007. For further information on St. Jerome's University, visit: www.sju.ca.

ITALIAN CINEMA & LITERATURE—University of Toronto. The Department of Italian Studies at the University of Toronto invites applications for a tenure-track position in the field of Italian cinema and modern Italian literature. The tenure-track appointment will begin on July 1, 2008. The successful candidate will have a PhD in Italian Studies and will be at the rank of Assistant or Associate Professor. We are seeking an innovative and productive scholar whose major field of research is Italian cinema and modern literature (19th and 20th centuries). A proven record of publications in the field of Italian Cinema Studies is essential. The successful candidate will be expected to teach courses and supervise PhD theses in both areas. An active research interest in 19th-century Italian literature and modern literature is a special asset. The Department of Italian Studies has a research intensive doctoral program, to which the successful candidate will be expected to contribute. Demonstrated excellence in teaching and research are required. Salary will be commensurate with qualifications and experience. Information on the Department of Italian Studies may be obtained at <http://www.utoronto.ca/italian/>. Applications should include a curriculum vitae, a teaching portfolio, a major publication sample, a teaching portfolio, and a short description of current research activities. Arrangements should be made to the submission of at least three letters of reference. Application packages and letters of reference should be sent to the Chair of the Search Committee, Appointment in Italian cinema and modern Italian literature, Department of Italian Studies, University of Toronto, 107 St. Joseph Street, Toronto, Ontario M5S 1J4, Canada. Closing date for applications is January 6, 2008. The University of Toronto is strongly committed to diversity within its community and especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, members of sexual minority groups, and others who may contribute to the further diversification of ideas. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.



UNIVERSITY OF SASKATCHEWAN COLLEGE OF BUSINESS

WWW.EDWARDS.USASK.CA

Assistant, Associate & Full Professors

The Edwards School of Business, University of Saskatchewan, is seeking Assistant, Associate and Full Professors in several disciplines, effective July 1, 2008. Candidates at entry and mid-career levels will be considered. Salaries are commensurate with qualifications.

Assistant/Associate/Full Professors of Accounting

Candidates who hold or are near completion of a Ph.D. in Accounting are encouraged to apply. We also encourage mid and late career faculty to apply. Although applicants in all areas of accounting will be considered, the Department is particularly interested in applicants with a specialization in financial accounting, auditing and tax.

Contact: Dr. Ganesh Vaidyanathan, Head, Department of Accounting, Edwards School of Business, 25 Campus Drive, University of Saskatchewan, Saskatoon, Saskatchewan, Canada S7N 5A7. Phone (306) 966-8416; vaidyanathan@edwards.usask.ca

Associate/Full Professor of Entrepreneurship

Applicants are invited for a tenure-track or tenured position in Entrepreneurship at the Edwards School of Business, University of Saskatchewan. Rank will depend on qualifications and achievements. The ideal applicant will have a doctoral degree in Entrepreneurship or Small Business. Specialties desired are small business management, Aboriginal management, agribusiness and/or technology management.

Applicants will be judged on potential for excellence in teaching and research and the ability to assume a leadership role in the establishment of an entrepreneurship major in the Edwards School of Business and in the development of entrepreneurship programs within the Edwards School of Business and across campus in cooperation with other Colleges. The candidate will also be expected to work closely with the Wilcox Centre for Entrepreneurial Excellence that is located in the Edwards School of Business.

Contact: Dr. Brooke Dobni, PotashCorp Chair for Saskatchewan Enterprise and Head, Department of Management and Marketing, Edwards School of Business, 25 Campus Drive, University of Saskatchewan, Saskatoon, Saskatchewan, Canada S7N 5A7. Phone (306) 966-8442; dobni@edwards.usask.ca

Assistant/Associate Professors of Marketing

Applicants are invited for tenure-track positions in Marketing at the Assistant/Associate Professor rank.

Candidates in all Marketing specializations are encouraged to apply. Specialties particularly desired are branding, customer relationship management, sales promotion services, and industrial/business to business marketing. Interested applicants who hold or are near the completion of a Ph.D. in Marketing are encouraged to apply.

Contact: Dr. Brooke Dobni, PotashCorp Chair for Saskatchewan Enterprise and Head, Department of Management and Marketing, Edwards School of Business, 25 Campus Drive, University of Saskatchewan, Saskatoon, Saskatchewan, Canada S7N 5A7. Phone (306) 966-8442; dobni@edwards.usask.ca

Assistant/Associate Professor of Finance

Applicants are invited for tenure-track positions in Finance at the Assistant/Associate Professor rank. The ideal applicant will have a

doctoral degree in Finance but candidates near completion will be considered. Specialties desired are corporate finance, financial institutions, and investments.

Applicants will be judged on potential for excellence in teaching and research. Candidates should demonstrate their value close to students with students. Teaching includes courses at the undergraduate and graduate levels.

Contact: Dr. Ganesh Vaidyanathan, Acting Head, Department of Finance and Management Science, Edwards School of Business, 25 Campus Drive, University of Saskatchewan, Saskatoon, Saskatchewan, Canada S7N 5A7. Phone (306) 966-8416; vaidyanathan@edwards.usask.ca

Term Positions

Subject to budget approval, term positions may be available in the following disciplines: accounting, finance, management science, marketing, management, entrepreneurship, technology management, human resources management, leadership and industrial relations.

Contact: **accounting** – vaidyanathan@edwards.usask.ca
finance – vaidyanathan@edwards.usask.ca
marketing – dobni@edwards.usask.ca
management – dobni@edwards.usask.ca
entrepreneurship – dobni@edwards.usask.ca
technology management – dobni@edwards.usask.ca
management science – vaidyanathan@edwards.usask.ca
human resources management – clarke@edwards.usask.ca
industrial relations – clarke@edwards.usask.ca

The University of Saskatchewan is committed to employment equity. Members of designated groups (women, Aboriginal people, people with disabilities and visible minorities) are encouraged to self-identify on their applications. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada.

The University of Saskatchewan is located in Saskatoon, Saskatchewan, Canada. Saskatoon is a vibrant university city with a population approaching 230,000 people. The city is located on a river in the heartland of Saskatchewan. The city is well known for its summer festivals and riverbank events such as Shakespeare on the Saskatchewan, the Jazz Festival, River Boat Races, the Children's Festival and the Fingert Festival to name a few. It has a progressive university serving approximately 20,000 students. The Edwards School of Business has an undergraduate business program with approximately 1,700 students. We also have exciting MBA and M.Sc. programs of study, and a Masters of Professional Accounting. For more information on the Edwards School of Business, please visit our website at <http://www.edwards.usask.ca>.

For more information on the City of Saskatoon, please visit the following websites at <http://tourismsaskatoon.com> and <http://www.downtownsaskatoon.com>.



EDWARDS
SCHOOL OF BUSINESS
UNIVERSITY OF SASKATCHEWAN

CAREERS CARRIÈRES

K

■ **KINESIOLOGY** – University of Windsor. The University of Windsor invites applications for two tenure-track faculty positions in the Faculty of Human Kinetics in the area of Exercise Physiology, at the ranks of Assistant Professor and Associate Professor commencing July 1, 2008. For a detailed position description visit our website at www.uwindsor.ca/facultypositions. Contact: Dr. Robert Bouillon, Dean, Faculty of Human Kinetics, University of Windsor, 401 Sunbelt Avenue, Windsor, ON N9B 3P4; Tel: 519-253-3000, Ext. 2432; Fax: 519-973-7056; Email: bouillonr@uwindsor.ca. For information on the University of Windsor or the City of Windsor, contact Dr. Janice Drach, Director, Faculty Recruitment at 677-665-6038 (Toll free) from North America, call collect outside of North America at 001-519-561-1432 or Email: recruit@uwindsor.ca.

L

■ **LAW** – University of Alberta. The Faculty of Law at the University of Alberta is in the midst of a vigorous program of faculty renewal and expansion that has seen the addition of 13 professors to faculty ranks since 2003. The Faculty anticipates that it will continue this process and is seeking applications for tenure-track positions. The Faculty invites applications of all ranks, in all subject areas, and embracing a broad range of perspectives. Successful applicants will have exceptional records of academic accomplishment and will demonstrate well, and promise in both teaching and research. Salary will be commensurate with experience and qualifications. The Faculty of Law, founded in 1912, is Western Canada's oldest law school. It is proud of its tradition of excellence, the distinction of its academic program and the success and contributions of its graduates. It is one of Canada's foremost law schools and is dedicated to enhancing its international reputation for excellence in teaching and research. The selection process is now underway and applications will be accepted immediately and continuously until all the available vacancies are filled. Applications should include a Curriculum Vitae, the names of three referees, sample publications, and a research plan. Applications must be sent in hard copy to: Dean David R. Percy, Q.C., Faculty of Law, 485 Law Centre, University of Alberta, Edmonton, AB, Canada, T6C 2H5; Telephone: 780 492-5590; Fax: 780 492-4242; Email: dean@law.ualberta.ca. All qualified candidates are encouraged to apply, however, Canadians and permanent residents will be given priority. The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.

■ **LIBRARIAN (DIGITAL INITIATIVES)** – York University. York University Libraries invite applications for the position of Digital Initiatives Librarian, a tenure track appointment. Details are available at: www.yorku.ca/acadjobs. York University is an Affirmative Action Employer. The Affirmative Action Program can be found on York's website at www.yorku.ca/acadjobs or a copy can be obtained by calling the affirmative action office at 416-735-5713. All qualified candidates are encouraged to apply, however, Canadian citizens and Permanent Residents will be given priority.

■ **LIBRARY – Laurentian University, Ad # 16**. The J.N. Desmarie Library invites applications for a tenure-track faculty position which will focus on E-learning. Please see our display ad in this issue.

■ **LIBRARY (ARCHIVIST)** – Laurentian University, Ad #17. The J.N. Desmarie Library invites applications for a tenure-track Archivist. Please see our display ad in this issue.

■ **LIBRARY, ARCHIVAL & INFORMATION STUDIES** – University of British Columbia. The School of Library, Archival and Information Studies at the University of British Columbia invites applications for one or more tenure-track positions at the Assistant or Associate Professor level to begin July 1, 2008. Positions are subject to final budgetary approval. Successful candidates will be expected to demonstrate achievement of excellence in research, teaching, and service in an interdisciplinary environment. The successful candidates will be expected to teach and conduct research in one or more of the following areas: 1. Archival studies, with emphasis on arrangement, description and preservation; 2. Record systems; 3. Services and resources for children and young adults; 4. Management of information-based organizations, organizational behaviour; 5. Knowledge organization; 6. Serving multicultural communities; 7. Digital collections and services. Applicants must hold a completed or nearly completed PhD or equivalent doctoral degree in a field related to the teaching and research areas of the position. Applicants must provide strong evidence of teaching effectiveness and continued professional growth, demonstrated excellence in research and scholarly activity, and have a strong publication record commensurate with their experience. When appropriate, knowledge of the Canadian context will be an asset. The University of British Columbia holds an international reputation for excellence in advanced research and learning. It is located in Vancouver, Canada, one of the world's most beautiful and culturally vibrant cities. The School offers an ALA-accredited Master of Library and Information Studies (MLIS), Master of Archival Studies (MAS), and a doctorate in Library, Archival and Information Studies leading to the awarding of a PhD. Further information about the School can be found at www.slib.ubc.ca. The deadline for consideration of applications is January 29th, 2008. Preliminary interviews with interested candidates will be held at the ALISE conference in Philadelphia on January 2008. Application materials should include a cover

letter stating the candidate's qualifications for the position, projected research agenda, and teaching philosophy, a current curriculum vitae and the names and contact information of a minimum of three referees. Address inquiries and applications to: Dr. Edie Rasmussen and Professor Judith Saltman, Co-Chairs, Faculty Search Committee, School of Library, Archival and Information Studies, The University of British Columbia, #301, 6150 Agnew Road, Vancouver, BC, V6T 1Z3 Canada. E-mail: Edie.Rasmussen@ubc.ca; Judith.Saltman@ubc.ca. The University of British Columbia hires on the basis of merit, and is committed to employment equity. We encourage all qualified persons to apply, however Canadian citizens and permanent residents of Canada will be given priority.

■ **LINGUISTICS** – University of Saskatchewan. The Department of Languages and Linguistics at the University of Saskatchewan is inviting applications for a tenure-track position at the Assistant Professor level in Linguistics, effective July 1, 2008. We seek applications from candidates who hold a PhD in Linguistics with a strong or promising research record in theoretical, descriptive, or applied Linguistics. Candidates should supply evidence of successful university level teaching. The selected candidate should be willing to teach a wide variety of introductory and senior courses in Linguistics and will provide leadership in our interdisciplinary linguistics program. Applicants should send a dossier, including a curriculum vitae, teaching evaluations, sample publications, and/or conference papers, and should also arrange to have three reference letters sent to Professor P. M. Birdwell, Acting Head, Department of Languages and Linguistics, University of Saskatchewan, 9 Campus Drive, Saskatoon, Saskatchewan, S7N 3W5. Applications will begin on 01 February 2008. Prospective applicants are welcomed to consult the departmental web site (www.usask.ca/lang) for further information. The Faculty is in touch with the acting department head by email (paul.birdwell@usask.ca) with any enquiries will be in advance.

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■ **MANAGEMENT** – McGill University. Applications are invited for anticipated tenure-stream appointments, limited term appointments as Assistant Professor (special cases), and Visiting Professor in the areas of Accounting, Finance, General Management, Information Systems, Management Science (Operations Management), Marketing, Organizational Behaviour, and Strategy and Organization. Salary and rank are commensurate with the candidate's qualifications and research record. The Desautels Faculty of Management has over 70 full-time faculty members with PhDs in M.A., and PhD degrees. Please send your Curriculum Vitae along with three (3) copies of letters of reference and copies of diplomas to the Associate Academic Dean, Desautels Faculty of Management, 1001 Sherbrooke Street West, Montreal, Quebec, H3A 1G5. Closing date to receive applications is January 31, 2008. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Canadian McGill University is committed to equity in employment.

■ **MANAGEMENT SCIENCE** – University of Toronto Scarborough. The Department of Management at the University of Toronto Scarborough invites applications for a teaching stream appointment at the rank of Lecturer in Management Science beginning July 1, 2008. The successful candidate should have at least a Masters degree in a relevant field and is expected to have strong evidence of teaching excellence at the undergraduate level. Teaching assignments may include undergraduate courses in Management Science, Operations Management, and Statistics. Lecturers are primarily involved with teaching and are expected to participate in the governance of the Department of Management. The position initially is for three years and may be renewed for a further two years. Assessment for promotion to a continuing Senior Lecturer rank may take place in the fifth year. Salary will be commensurate with qualifications and experience. For all information on the Department can be found at <http://www.usc.utoronto.ca/~mgmt/>. Interested candidates should send a curriculum vitae together with evidence of experience and excellent teaching performance to Professor Michael Krashinsky, Chair, Department of Management, University of Toronto Scarborough, 1265 Military Trail, Toronto, Ontario, Canada, M1C 1A4 (only hard copy applications will be accepted). Three letters of reference should also be arranged and sent to the Chair. The deadline for application is February 15, 2008. The University of Toronto is strongly committed to diversity within its community and especially welcomes applications from visible minority groups, members of visible minorities, members of sexual minority groups and others who may contribute to a more diverse and vibrant community. All qualified candidates are encouraged to apply, however, Canadians and permanent residents will be given priority.

■ **MANAGEMENT SCIENCES (OPERATION RESEARCH)** – University of Waterloo. We invite applications for a tenure-track/tenure-eligible position at the Assistant, Associate or Full Professor level to begin September 2008. Individuals with training and research interests in stochastic modelling, with applications in production and service operations systems, logistics or supply chain management, healthcare and energy are especially encouraged to apply. Industrial experience is desirable. Applicants should hold a PhD, or should be near completion of their doctoral studies and have demonstrated research potential in industrial or systems engineering and operations research. An undergraduate degree in engineering or a related field is required as a professional engineer is required. Applicants should submit a cover letter detailing a curriculum vitae detailing educational background, research and work experience, and copies of up to four selected

publications. Letters of recommendation from three referees will be requested if a candidate is shortlisted. Applications are to be submitted electronically at <https://www.manulawaterloo.ca/OFAS/>. To receive full consideration, all materials should be submitted by December 31, 2007. For further information, please contact the chair of Management Sciences, Dr. Elizabeth Jewkes, Department of Management Sciences, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1; E-mail: elizabeth.jewkes@uwaterloo.ca; elizabeth.jewkes@uwaterloo.ca. All qualified candidates are encouraged to apply, however Canadian citizens and permanent residents will be given priority. The University encourages applications from all qualified individuals including women, members of visible minorities, native peoples, and persons with disabilities.

■ **MANAGEMENT SCIENCES (INFORMATION SYSTEMS)** – University of Waterloo. We invite applications for a tenure-

track/tenured faculty position at the Assistant, Associate or Full Professor level to begin September 2008. Individuals with interests in information storage, management and retrieval, human computer interfaces, data mining, network planning and management or topics at the interface of operations research and computer science are especially encouraged to apply. Industrial experience and an interest in healthcare or energy applications are desirable. Applicants should hold a PhD, or should be near completion of their doctoral studies and have demonstrated research and teaching potential. An undergraduate degree in engineering or eligibility for registration as a professional engineer is required. Applicants should submit a cover letter along with a curriculum vitae detailing educational background, research and work experience, and copies of up to four selected publications. Letters of recommendation from three referees will be requested if

a candidate is shortlisted. Applications are to be submitted electronically at <https://www.manulawaterloo.ca/OFAS/>. To receive full consideration, all materials should be submitted by December 31, 2007. For further information, please contact the chair of Management Sciences, Dr. Elizabeth Jewkes, Department of Management Sciences, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1; E-mail: elizabeth.jewkes@uwaterloo.ca; elizabeth.jewkes@uwaterloo.ca. All qualified candidates are encouraged to apply, however Canadian citizens and permanent residents will be given priority. The University encourages applications from all qualified individuals including women, members of visible minorities, native peoples, and persons with disabilities.

■ **MARKETING** – Saint Mary's University. The Department of Marketing at the Saint Mary's University invites applications for one tenure-track position in Marketing. Although all specializa-

tions in Marketing will be considered, priority will be given to those with expertise in Advertising/IMC, Marketing Strategy, and Marketing Management. Applicants must have a PhD in Marketing, or a closely related field, completed or near completion. The position will begin July 1, 2008. The appointment is subject to final budgetary approval. Saint Mary's University's Sobey School of Business has the largest commerce program in the Atlantic Provinces and offers AACSB accredited degrees at the undergraduate, graduate, and PhD levels. Although candidates of all nationalities are encouraged to apply, priority will be given to Canadian citizens and permanent residents. Saint Mary's University is committed to principles of employment equity. Rank and salary will be commensurate with experience and qualifications as outlined in the Saint Mary's University Collective Agreement. Applicants should mail their curriculum vitae, letter of application,

Kenneth Mark Drain Endowed Chair in Ethics

The Department of Philosophy at Trent University invites applications for the **Kenneth Mark Drain Endowed Chair in Ethics**, to begin July 1, 2008. The Chair holder will be a well-established philosopher with a demonstrated record of distinguished and sustained research in ethics as well as a consistent record of excellence in teaching. The Chair holder will teach courses in her/his area of expertise, and will participate actively in the intellectual life of the Department and the University. The successful candidate will be appointed at the Full Professor rank to a tenured position in the Department of Philosophy. The Drain Endowed Chair position is for an initial five year term, with the possibility of renewal for a second term.

A letter of application, curriculum vitae, statement of research program, and three confidential letters of reference should be sent to Prof. Morra Howes, Chair, Department of Philosophy, Lady Eaton College, Trent University, Peterborough, Ontario K9J 7B8. Review of applications will begin January 14, 2008 and will continue until the position is filled. Enquiries: FAX: (705) 748-1693; E-mail: mhowes@trentu.ca.

The Philosophy Department has a philosophically diverse faculty of eight full-time members, and there are approximately 120 undergraduate majors in the philosophy program. There are also opportunities for graduate teaching and supervision in related programs. For additional information about the department, visit <http://www.trentu.ca/philosophy/>.

Trent University provides an exceptional environment. An innovative university on a beautiful 1450-acre riverfront campus, it was founded in 1964 on the belief that learning is an individual, life long pursuit - and that student choice and flexibility are part of a high quality post-secondary education. The University remains dedicated to the liberal arts and pure sciences tradition in a small university setting. It has programs in the humanities, social and natural sciences and offers a variety of professional programs. Situated approximately an hour's drive from Toronto, Trent University is located in Peterborough Ontario, on the Trent Severn Waterway.

Trent University is an employment equity employer, and especially invites applications from women, Aboriginal persons, visible minorities and persons with disabilities. All qualified candidates are encouraged to apply, however, Canadians and permanent residents will be given priority.



Department of Epidemiology and Biostatistics
Schulich School of Medicine & Dentistry | The University of Western Ontario

Assistant or Associate Professor of Health Economics

Applications are invited for a probationary (tenure-track) appointment at the rank of Assistant Professor in the Department of Epidemiology and Biostatistics (www.uwo.ca/epidem/) effective January 1, 2008 or as soon as possible thereafter. If qualifications and experience warrant a higher rank, the appointment will be made at the Associate Professor or Professor rank with tenure.

At the Assistant level, consideration will be given to applicants with a Ph.D. (or expected in 2008), or equivalent qualification, who are recognized scholars with a demonstrable potential for independent and collaborative research in health economics as applied to health policy research and/or health services research. Candidates at the Associate level must be scholars of international reputation. Cross-appointment will be sought in a relevant Social Science discipline (e.g. Economics or Management Science) where appropriate to candidate's credentials and interests.

The candidate's research interests should complement existing areas of research strength. Current faculty in the Department of Epidemiology and Biostatistics have interests which include the development and application of a range of methodologies (including causal modeling methods, cluster randomization, survey methods, population-based cohort studies and program evaluation) to a range of topics areas (including maternal and child health, primary care research, mental health, diabetes mellitus, occupational health and geriatric research) with a general focus on population health and health services research. The candidate will be expected to maintain a vigorous program of both independent and collaborative research.

The candidate will also have a commitment to and demonstrated aptitude for teaching, and will be expected to teach, predominantly at the graduate level, and to supervise graduate theses. Consideration of applicants will include an assessment of previous performance and qualifications.

The University of Western Ontario located in London, Ontario, is a research-intensive institution with a wide range of academic and professional programs (see <http://www.uwo.ca/> and <http://www.goodmowelondon.com> to learn more). Western's Recruitment and Retention Office is available to assist in the transition of successful applicants and their families.

Interested applicants should forward their curriculum vitae, a description of their research accomplishments, the names of three referees, and a proposal for future research to:

Dr. M. Karen Campbell, Professor and Chair, Department of Epidemiology and Biostatistics, Kresge Building, Room K201, The University of Western Ontario, 1151 Richmond Street, London, ON N6A 5C1

Applications will be accepted until the position is filled. Expected start date would be July 1, 2008, but a negotiated earlier start date is possible.

Positions are subject to budget approval. Applicants should have fluent written and oral communication skills in English. All qualified candidates are encouraged to apply, however Canadians and permanent residents will be given priority. The University of Western Ontario is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people and persons with disabilities.



CAREERS CARRERES

teaching dossier. If available, university transcripts and the names and addresses of three referees to the Chairperson, Department of Marketing, Sobey School of Business, Saint Mary's University, Halifax, NS, B3H 3C3. Deadline for application is January 31, 2008.

MATHEMATICS – Simon Fraser University. The Department of Mathematics at Simon Fraser University invites applications for Tier II Canada Research Chairs in Mathematics. The Canada Research Chair Pro-

gram is supported by the Government of Canada and was established to enable Canadian universities to achieve the highest levels of research excellence. Information about the program may be found at <http://www.chairs.gc.ca>. It is anticipated that the successful candidates would take up the position in September 2008 or January 2009. The Tier II Canada Research Chair will be appointed at the Assistant or Associate Professor level and will ordinarily be less than 10 years from completion of the

Ph. D. The initial appointment is for five years, with the possibility of renewal for a second five-year term. Position 2: The Department welcomes applicants with outstanding research programs consistent with the strategic research plan of Simon Fraser University (<http://www.sfu.ca/presearch/SRP.html>). While applications from researchers in all areas of mathematics are encouraged, we seek an individual specializing in mathematics with industrial connections. The Chairholder will provide sci-

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THE UNIVERSITY OF WINNIPEG

Department of Chemistry
DEPARTMENT CHAIR

The Department of Chemistry at the University of Winnipeg invites applications for Department Chair, at the rank of Associate Professor or Professor. The area of specialization is open. The successful candidate is expected to have an interest in administration, have a demonstrated commitment to excellence in teaching and research, and be engaged in an active research program. The department currently has 9 tenured or tenure-track professors, 3 full-time instructors, 3 support staff, and 9 graduate students. The department offers 3-year, 4-year, and Honours degrees in Chemistry, Biochemistry (jointly with Biology Department), and Applied Chemistry (jointly with Red River College). The Department is undergoing a period of rejuvenation with the anticipated hiring of several new faculty members and a move to a new science complex. Information about our department is available at <http://chemistry.uwinnipeg.ca/>. Interested applicants are asked to submit a letter of intent and a curriculum vitae to Chair, Search Committee, c/o Department of Chemistry, The University of Winnipeg, 515 Portage Avenue, Winnipeg, MB, R3B 2E9, phone: (204) 786-9083; fax: (204) 775-2114; email: CHEMISTRY@uwinnipeg.ca. The review of applications will begin on January 15 and continue until the position is filled. Subject to budgetary approval, the position will start from July 1, 2008.

The University of Winnipeg is committed to employment equity, welcomes diversity in the workplace and encourages applications from all qualified individuals including women, members of visible minorities, aboriginal persons, and persons with disabilities. In accordance with Canadian Immigration requirements, this advertisement is initially directed to Canadian citizens and permanent residents.

UNIVERSITY OF
ALBERTA
EDMONTON ALBERTA CANADA

Professor and Canada Research Chair in Cultural Studies in English

The Department of English and Film Studies at the University of Alberta is seeking to nominate a Senior (Tier I) Canada Research Chair in Cultural Studies in English. We welcome applications from exceptional scholars with a strong record of teaching and collaborative interdisciplinary research in the field of cultural and literary studies, particularly across traditional boundaries of period and nation. Particular areas of interest for the Department include popular culture, women's writing, Aboriginal literatures, Asian Diasporic literatures, Victorian literature and culture, history of the book, creative writing, film studies, eco-criticism, poetry and poetics, post-colonial theory, and critical theory more generally. The appointment will commence by 1 July 2009, at the level of either senior Associate Professor or Full Professor, with tenure.

The Canada Research Chairs Program was established by the Canadian Government to foster world-class research excellence. As stated in the program's Terms of Reference (see <http://www.chairs.gc.ca/>), "Tier I Chairs, tenable for seven years and renewable, are for outstanding researchers acknowledged by their peers as world leaders in their fields," with an excellent record of teaching and graduate supervision. The candidate's proposed research program should ideally conform to the University's vision and "cornerstones" outlined in the recently-adopted statement entitled "Dare to Discover" (<http://www.president.ualberta.ca/darediscover.cfm>). The candidate nominated by the Department will be subject to review by the CRC Secretariat, and appointment is conditional upon their approval. The successful applicant will be expected to teach at all levels of the curriculum, from first-year to graduate level courses, and to take on graduate supervision as well as other supervisory and administrative committee work.

Candidates should send the Chair a letter of application outlining the proposed program of research, a complete curriculum vitae (with full contact information, including phone numbers and e-mail address), a writing sample (20-page maximum), the names of at least three referees, and a teaching dossier and evaluations of teaching performance. Candidates are responsible for ensuring that official copies of all relevant transcripts, and letters of reference from three named referees, are sent directly to the Department. The closing date for applications is 10 January 2008. All application materials should be sent directly to:

Garrett PJ Epp, Chair
Department of English and Film Studies
Humanities Centre 3-5
University of Alberta
Edmonton, Alberta, Canada T6G 2E5

All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority if suitable Canadian citizens and permanent residents cannot be found, other individuals will be considered. The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.

For further information about the position, or the Department, please contact the Chair by email at garrett.epp@ualberta.ca. With more than 36,000 students and 11,000 staff, the University of Alberta (<http://www.ualberta.ca/>) grants almost 7,500 degrees annually to graduates of 200 undergraduate and 170 graduate programs. A research-intensive, medical-doctoral, multi-campus institution, the University of Alberta offers a full range of academic and professional programs and has designated 26 areas of established and emerging research excellence, including Literary Histories and Technologies. The Faculty of Arts (<http://www.arts.ualberta.ca/>) is its largest faculty with 340 faculty members in 14 departments in Fine Arts, Humanities, and Social Sciences in addition to the Women's Studies Program and the Office of Interdisciplinary Studies. The Faculty of Arts has approximately 6000 undergraduate and 900 graduate students. The Faculty provides a variety of opportunities for research funding, including the newly established \$1.5 million Kilam Research Fund which supports research, scholarship, and creative activities in the humanities, social sciences, and fine arts. Within the Faculty the Humanities has particular strengths in humanities computing and in creative writing. The Faculty has also recently helped establish interdisciplinary units such as the China Institute, the Canadian Literature Centre / Centre de littérature canadienne, the Institute for United States Policy Studies, and the Prince Takamado Japan Centre for Teaching and Research. The Department of English and Film Studies itself (<http://www.humanities.ualberta.ca/english/>) is a large, vibrant, and collegial unit with a superb record for teaching, research, and service.

Greater Edmonton (<http://www.edmonton.ca/>), with nearly one million residents in the city and surrounding communities, offers a beautiful, park-like setting on a spectacular river valley. The city is the capital of Alberta, with the lowest provincial tax regime in the country, and has led the nation in economic growth in the past five years. Edmonton is known as Canada's Festival City, with more than thirty major annual festivals celebrating its rich cultural diversity and community spirit. It has all the attractions of a big city, yet it is clean, safe, and livable, with excellent schools and health care.

www.careers.ualberta.ca

Computing Network (SHARCNET). The successful applicant must hold a Ph.D. (or equivalent) in Mathematical Sciences, have a record of outstanding scholarly achievements in Mathematics and a promising research program involving High Performance Computing (HPC) expected to attract external funding. We are looking for applicants with enthusiasm for the supervision of students and with excellent teaching abilities at both the undergraduate and graduate levels. Applicants should send a curriculum vitae including a statement of research interests and teaching philosophy and the names and addresses of at least four referees (one of whom being able to comment on teaching) to: Thomas Wolf, Chair of the Search Committee, Department of Mathematics, Brock University, St. Catharines, Ontario Canada, L2S 3A1. E-mail: mthomson@brocku.ca. Electronic submissions are welcomed. Review of applications will start December 10, 2007 and continue until the position is filled. The appointment is subject to final budgetary approval. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. Brock University is actively committed to diversity and the principles of employment Equity and invites applications from all qualified candidates. Women, Aboriginal peoples, members of visible minorities, and people with disabilities are especially encouraged to apply and to voluntarily self-identify as a member of a designated group as part of their application. Candidates who wish to have their application considered as a member of one or more designated groups should fill out the Self-Identification Form available at <http://www.brocku.ca/humanities/images/self-identification.pdf> and include the completed form with their application. More information on Brock University can be found on the University's web site <http://www.brocku.ca>.

MATHEMATICS – University of Alberta. As part of a dynamic, multi-year program of renewal and growth at the University of Alberta's Augustana Campus, the Department of Science invites applications for a tenure-track position in Mathematics at the rank of Assistant Professor, commencing July 1, 2008. The successful candidate will contribute to BA and BSc programs in Mathematics and Physics, and will be expected to teach courses in algebra, analysis, and differential equations. The ability to teach some computing science courses will be an asset. Applicants should be interested in the field of mathematics and be able to teach some computing science courses. Applicants should possess or be near completion of a Ph.D. in Mathematics or a related field. The University's Augustana Campus enrolls about 1,000 students in baccalaureate degree programs on a picturesque residential campus in the city of Camrose, 90 km southeast of Edmonton. Augustana is committed to building on its reputation for rigorous, high-quality teaching in the tradition of the liberal arts and sciences, and, in doing so, providing a distinctive undergraduate academic experience for students within one of Canada's leading universities. It seeks to attract promising scholars who will share its enthusiasm for teaching in a small-campus environment, participate actively in a collegial culture of inquiry and public engagement, and flourish as researchers in an undergraduate, interdisciplinary, and rural location. The ability to contribute to areas of interdisciplinary strength and interest will be an asset. Those areas include environmental studies, international development studies, rural and northern studies, and women's studies. For information about Augustana and its particular programs, please consult the Faculty webpage at www.augustana.ualberta.ca. Inquiries concerning this position should be directed to Dr. Jonathan Mohr, Chair of Science, at Jonathan.Mohr@ualberta.ca. Applicants should submit curriculum vitae, including evidence of successful teaching and research, and a letter of intent, and arrange to have transcripts and three confidential letters of reference sent to: Dr. Roger R. O'Leary, Augustana Faculty, University of Alberta, 4904 46 Avenue, Camrose, AB, Canada, T4V 2R3; Email: Roger.O'Leary@ualberta.ca. The Committee welcomes applications at any time and expects to begin considering candidates in January 2008. Consideration will continue until the position is filled. All qualified individuals are encouraged to apply; however, Canadians and permanent residents will be given priority. If suitable Canadian citizens or permanent residents cannot be found, other individuals will be considered. The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.

MATHEMATICS – University of Waterloo. The University of Waterloo is pleased to invite applications for a tenure-track position to be held jointly between the Department of Mathematics and Computer Science (code: CSM). The appointment will be at the rank of Assistant Professor and will begin July 1, 2008. Applicants must demonstrate excellence and outstanding research in mathematical research as well as in computer science and strong commitment to graduate and undergraduate teaching in both departments. Salary will be commensurate with qualifications. Application material must include the candidate's Curriculum Vitae and a list of publications. Applicants must also arrange for at least four letters of reference to be provided to the departments, at least one of which primarily addresses the candidate's teaching. Candidates are encouraged to supply a research statement, a teaching statement, and the AWS cover sheet. Online applications through <http://www.mathjobs.org> are recommended (mention code: CSM). Applications can alternatively be sent directly to the Appointment Committee, Department of Mathematics, University of Waterloo, 40 St George Street Room 6290, Toronto, Ontario M5S 2E4. Review of applications will commence on December 1, 2007, though applications received after that date will be considered until the position is filled. The University of Waterloo offers the opportunity to teach, conduct research, and live in one of the diverse cities in the world and is strongly committed to diversity within its community and especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, members of visible minorities groups, and others who may contribute to the further diversification of ideas. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

MATHEMATICS – Simon Fraser University. The Department of Mathematics at Simon Fraser University invites applications for a tenure-track position at the level of Assistant Professor. Applicants should send a curriculum vitae including a statement of research interests and teaching philosophy and the names and addresses of at least four referees (one of whom being able to comment on teaching) to: Thomas Wolf, Chair of the Search Committee, Department of Mathematics, Brock University, St. Catharines, Ontario Canada, L2S 3A1. E-mail: mthomson@brocku.ca. Electronic submissions are welcomed. Review of applications will start December 10, 2007 and continue until the position is filled. The appointment is subject to final budgetary approval. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. Brock University is actively committed to diversity and the principles of employment Equity and invites applications from all qualified candidates. Women, Aboriginal peoples, members of visible minorities, and people with disabilities are especially encouraged to apply and to voluntarily self-identify as a member of a designated group as part of their application. Candidates who wish to have their application considered as a member of one or more designated groups should fill out the Self-Identification Form available at <http://www.brocku.ca/humanities/images/self-identification.pdf> and include the completed form with their application. More information on Brock University can be found on the University's web site <http://www.brocku.ca>.

MATHEMATICS – University of Waterloo. The Department of Combinatorics and Optimization (code: CSO) at the University of Waterloo invites applications for one or more tenure-track faculty positions in cryptography. Successful candidates will join the Department of Combinatorics and Optimization. While the intention is to make appointments at the rank of Assistant Professor, applications for more senior positions will be considered. A Ph.D. degree and evidence of excellence in research and teaching are

considered until the position is filled. The University of Waterloo offers the opportunity to teach, conduct research, and live in one of the diverse cities in the world and is strongly committed to diversity within its community and especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, members of visible minorities groups, and others who may contribute to the further diversification of ideas. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

MATHEMATICS – Simon Fraser University. The Department of Mathematics at Simon Fraser University invites applications for a tenure-track position at the level of Assistant Professor. Applicants should send a curriculum vitae including a statement of research interests and teaching philosophy and the names and addresses of at least four referees (one of whom being able to comment on teaching) to: Thomas Wolf, Chair of the Search Committee, Department of Mathematics, Brock University, St. Catharines, Ontario Canada, L2S 3A1. E-mail: mthomson@brocku.ca. Electronic submissions are welcomed. Review of applications will start December 10, 2007 and continue until the position is filled. The appointment is subject to final budgetary approval. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. Brock University is actively committed to diversity and the principles of employment Equity and invites applications from all qualified candidates. Women, Aboriginal peoples, members of visible minorities, and people with disabilities are especially encouraged to apply and to voluntarily self-identify as a member of a designated group as part of their application. Candidates who wish to have their application considered as a member of one or more designated groups should fill out the Self-Identification Form available at <http://www.brocku.ca/humanities/images/self-identification.pdf> and include the completed form with their application. More information on Brock University can be found on the University's web site <http://www.brocku.ca>.

MATHEMATICS – University of Waterloo. The Department of Combinatorics and Optimization (code: CSO) at the University of Waterloo invites applications for one or more tenure-track faculty positions in continuous optimization. While the intention is to make appointments at the rank of Assistant Professor, applications for more senior positions will be considered. A Ph.D. degree and evidence of excellence in research and teaching are required. Successful applicants are expected to maintain an active program of research to attract postgraduate students, and to participate in undergraduate and graduate teaching. Salary will depend on the candidate's qualifications. The effective date of appointment is July 1, 2008. Interested individuals are encouraged to apply using the MathJobs site: <http://www.mathjobs.org>. Applications should include a curriculum vitae and up to three selected referees/preprints. In addition, at least three reference letters should be submitted, preferably through the MathJobs site. Applications and reference letters may alternatively be sent to: Robert L. Graham, Chair, Department of Combinatorics and Optimization, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1. Closing date for receipt of applications is December 10, 2007. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, and persons with disabilities. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

MATHEMATICS – University of Waterloo. The Department of Combinatorics and Optimization (code: CSO) at the University of Waterloo invites applications for one or more tenure-track faculty positions in operations research. While the intention is to make appointments at the rank of Assistant Professor, applications for more senior positions will be considered. A Ph.D. degree and evidence of excellence in research and teaching are required. Successful applicants are expected to maintain an active program of research, to seek out and participate in industrial collaborations, to attract and supervise graduate students, and to participate in undergraduate and graduate teaching. Salary will depend on the candidate's qualifications. The effective date of appointment is July 1, 2008. Interested individuals are encouraged to apply using the MathJobs site: <http://www.mathjobs.org>. Applications should include a curriculum vitae and up to three selected referees/preprints. In addition, at least three reference letters should be submitted, preferably through the MathJobs site. Applications and reference letters may alternatively be sent to: Robert L. Graham, Chair, Department of Combinatorics and Optimization, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1. Closing date for receipt of applications is December 10, 2007. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, and persons with disabilities. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

MATHEMATICS – University of Waterloo. The Department of Combinatorics and Optimization (code: CSO) at the University of Waterloo invites applications for one or more tenure-track faculty positions in cryptography. Successful candidates will join the Department of Combinatorics and Optimization. While the intention is to make appointments at the rank of Assistant Professor, applications for more senior positions will be considered. A Ph.D. degree and evidence of excellence in research and teaching are

considered until the position is filled. The University of Waterloo offers the opportunity to teach, conduct research, and live in one of the diverse cities in the world and is strongly committed to diversity within its community and especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, members of visible minorities groups, and others who may contribute to the further diversification of ideas. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

CAREERS CARRIÈRES

required. Successful applicants are expected to maintain an active program of research, to attract and supervise graduate students, and to participate in undergraduate and graduate teaching. Salary will depend on the candidate's qualifications. The effective date of appointment is July 1, 2008. Interested individuals are encouraged to apply using the MathJobs site: <http://www.mathjobs.org>. Applications should include a curriculum vitae and up to three selected reprints/preprints. In addition, at least three reference letters should be submitted, preferably through the MathJobs site. Applications and reference letters may alternatively be sent to: combinatorics@math.uwaterloo.ca or to Bill Cunningham, Chair, Department of Combinatorics and Optimization, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1. Closing date for receipt of applications is December 10, 2007. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. All qualified candidates are encouraged to apply; however, Canadians and Permanent Residents will be given priority.

■ **MATHEMATICS – University of Waterloo.** The Department of Combinatorics and Optimization (<http://www.math.uwaterloo.ca/ComOpt/Dept/>) at the University of Waterloo invites applications for one or more tenure-track faculty positions. Applicants should have research interests in any of the six main areas covered by the department: algebraic combinatorics, combinatorial optimization, continuous optimization, cryptography, graph theory, and quantum computing. While the intention is to make appointments at the rank of Assistant Professor, applications for more senior positions will be considered. A PhD degree and evidence of excellence in research and teaching are required. Successful applicants are expected to maintain an active program of research, to attract and supervise graduate students, and to participate in undergraduate and graduate teaching. Salary will depend on the candidate's qualifications. The effective date of appointment is July 1, 2008. Interested individuals are encouraged to apply using the MathJobs site: <http://www.mathjobs.org>. Applications should include a curriculum vitae and up to three selected reprints/preprints. In addition, at least three reference letters should be submitted, preferably through the MathJobs site. Applications and reference letters may alternatively be sent to: combinatorics@math.uwaterloo.ca or to Bill Cunningham, Chair, Department of Combinatorics and Optimization, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1. Closing date for receipt of applications is December 10, 2007. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. All qualified candidates are encouraged to apply; however, Canadians and Permanent Residents will be given priority.

■ **MATHEMATICS – University of Waterloo.** The Department of Combinatorics and Optimization (<http://www.math.uwaterloo.ca/ComOpt/Dept/>) at the University of Waterloo invites applications for one or more tenure-track faculty positions. Applicants should have research interests in any of the six main areas covered by the department: algebraic combinatorics, combinatorial optimization, continuous optimization, cryptography, graph theory, and quantum computing. While the intention is to make appointments at the rank of Assistant Professor, applications for more senior positions will be considered. A PhD degree and evidence of excellence in research and teaching are required. Successful applicants are expected to maintain an active program of research, to attract and supervise graduate students, and to participate in undergraduate and graduate teaching. Salary will depend on the candidate's qualifications. The effective date of appointment is July 1, 2008. Interested individuals are encouraged to apply using the MathJobs site: <http://www.mathjobs.org>. Applications should include a curriculum vitae and up to three selected reprints/preprints. In addition, at least three reference letters should be submitted, preferably through the MathJobs site. Applications and reference letters may alternatively be sent to: combinatorics@math.uwaterloo.ca or to Bill Cunningham, Chair, Department of Combinatorics and Optimization, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1. Closing date for receipt of applications is December 10, 2007. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. All qualified candidates are encouraged to apply; however, Canadians and Permanent Residents will be given priority.

■ **MATHEMATICS – Sir Wilfrid Grenfell College.** Please see our display ad in the issue for details.

■ **MATHEMATICS & STATISTICS – University of Ottawa.** The Department of Mathematics and Statistics of the University of Ottawa invites applications to fill at least one tenure-track position in statistics or biostatistics at the Assistant or Associate professor level. We are seeking a candidate that has a proven track record in research and teaching at both the undergraduate and

graduate level, and will be willing and able to supervise graduate students upon arrival. Applicants should send a curriculum vitae, a research plan, and arrange for four confidential letters of recommendation, with one addressing teaching. Applicants are also encouraged to include copies of up to three of their most significant publications. All documents should be sent to: Victor LeBlanc, Chairman, Department of Mathematics and Statistics, University of Ottawa, 575 King Edward, Ottawa, ON, Canada, K1N 6N5. The closing date for receipt of applications is November 15, 2007 or until the position is filled. The starting date is scheduled for July 1, 2008. Conditions of employment are set by a collective agreement. Information about the department can be found at <http://www.scienc.uottawa.ca/mathstat>. The University of Ottawa is justly proud of its 150-year tradition of bilingualism. Through its Second Language Institute, the University provides training to staff members and to their spouses in their second official language. At the time of tenure, professors are expected to have the ability to function in a bilingual setting. In certain cases, professors must have the ability to teach in both official languages to be granted tenure. www.scienc.uottawa.ca/otdutta.ca. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Equity is a University of Ottawa policy: women, aboriginal peoples, members of visible minorities and persons with disabilities are encouraged to apply.

■ **MATHEMATICS & STATISTICS – McGill University.** The Department of Mathematics and Statistics invites applications for a tenure-track position in number theory, especially in relation to automorphic forms

and/or arithmetic geometry. While the appointment is expected to be made at the level of an Assistant Professor, the Department would consider applicants for a senior position. The candidate must have a doctoral degree at the date of appointment. They are also expected to have demonstrated the capacity for independent research of excellent quality. Selection criteria include research accomplishments, as well as potential contributions to the educational programs of the Department at the graduate and undergraduate levels. Applicants with a curriculum vitae, a list of publications, a research outline, an account of teaching experience, a statement on teaching, and the names, phone numbers and e-mail addresses of at least four references (with one addressing the teaching record) should be sent to: Professor Henri Darmon, Chair, Number Theory Search Committee, Department of Mathematics and Statistics, McGill University, 805 Sherbrooke Street West, Montreal, QC, H3A 2K6, Canada. Candidates must arrange to have the letters of recommendation sent directly to the above address.

Candidates are encouraged to include copies of up to three selected reprints or preprints with their applications. To ensure full consideration, applications must be received by January 15, 2008. To facilitate notification of the outcome of the search, candidates should send an email to the address: NTSearch08@math.mcgill.ca at the time of application. McGill University is committed to equity in employment and diversity. It welcomes applications from indigenous peoples, visible minorities, ethnic minorities, persons with disabilities, women, persons of minority sexual orientations and gender identities and others who may contribute to further diversification. All qualified applicants are encouraged to apply; however, in accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada.

■ **MATHEMATICS & STATISTICS – McGill University.** The Department of Mathematics and Statistics invites applications for a tenure-track position in mathematical statistics or probability. While the appointment is expected to be made at the level of an

Assistant Professor, the Department would consider applicants for a senior position. The candidate must have a strong research record, and be able to establish links with one of the existing areas of excellence in the department: mathematical physics, applied statistics, stochastic differential equations, mathematical biology or biomimetics, random discrete structures, random matrices or ergodic theory. Candidates must have a doctoral degree at the date of appointment. They must also have demonstrated the capacity for independent research of excellent quality. Selection criteria include research accomplishments, as well as potential contributions to the educational programs of the Department at the graduate and undergraduate levels. Applicants with a curriculum vitae, a list of publications, a research outline, an account of teaching experience, a statement on teaching, and the names, phone numbers and e-mail addresses of at least four references (with one addressing the teaching record) should be sent to: Professor David Stephens, Chair, Mathematical Statistics or Probability Search Committee. De-



QUEEN'S UNIVERSITY Kingston, Ontario, Canada

Assistant, Associate or Full Professor levels

QUEEN'S SCHOOL OF BUSINESS is inviting applications for positions in Managerial Economics, Finance, Organizational Behaviour/Human Resources, Management Science/Quantitative Methods, Marketing, International Business, and Strategy/ Business Policy/Innovation/New Ventures (Assistant, Associate or Full Professor levels).

QUALIFICATIONS: Candidates must have a PhD or be near completion. Applicants must exhibit high potential for innovative scholarly research and for outstanding teaching contributions in support of the School's various programs.

COMPENSATION: Salary will be commensurate with qualifications and experience. Appointees have access to substantial internal funds both for research and course development through Queen's School of Business Research Program and the Faculty Development Fund.

INSTITUTION: Queen's University has a long and rich tradition of academic excellence, dating back to a royal charter granted by Queen Victoria in 1841. Queen's School of Business is one of the world's premier business schools, with an outstanding reputation for innovation and quality. Our MSc and PhD programs in Management attract highly qualified research-oriented students in seven different fields of study. Our undergraduate Commerce program has among the highest entrance standards in Canada and is widely viewed as the country's best undergraduate business program. Queen's has gained international recognition for its MBA and executive education programs. BusinessWeek ranks Queen's full-time MBA #1 outside the U.S., Queen's Executive MBA #1 in Canada and #21 in the world; and our open enrolment executive education programs #1 in Canada and #10 in the world. Queen's School of Business is also home to Centres focused on business venturing, corporate social responsibility, knowledge-based

enterprise and corporate governance. The School is fully accredited by U.S.-based AACSB, Brussels-based EQUIS (the accrediting arm of EFMD – the European Foundation for Management Development), and U.K.-based Association of MBAs. The learning environment at Queen's is supported by outstanding library and computing facilities. More information is at: business.queensu.ca.

THE CITY: Kingston, Ontario is a unique Canadian city of 125,000 with a distinct blend of history, recreation, industry and learning. Situated on the shores of Lake Ontario, it is within a two-and-a-half hour drive of Toronto, Montreal, and the nation's capital, Ottawa. Kingston is a thirty minute drive from the international bridge linking Ontario and upstate New York, and another ninety minutes from Syracuse.

This is an international search, open to candidates of all nationalities. However, in accordance with Canadian Immigration requirements, priority will be given to Canadian citizens and permanent residents. Queen's University is committed to employment equity and diversity in the workplace and welcomes applications from women, visible minorities, aboriginal people, persons with disabilities, and persons of any sexual orientation or gender identity. The academic staff at Queen's University are governed by a Collective Agreement between the Queen's University Faculty Association (QUFA) and the University, which is posted at qufa.ca. The appointments are subject to final budgetary approval.

The effective date of the appointment will be July 1st, 2008, but is flexible. Applicants should submit a cover letter, current CV, three letters of recommendation, teaching evaluations and a sample publication, thesis proposal or completed thesis, electronically to: deansoffice@business.queensu.ca.

**Dr. Brent Gallupe, Associate Dean
Queen's School of Business – Rm. 346 Goodes Hall
Kingston, Ontario K7L 3N6**

www.business.queensu.ca



Laurentian University Université Laurentienne

FACULTY POSITIONS AVAILABLE POSTES VACANTS AU SEIN DU CORPS PROFESSORAL

Laurentian University (LU) is located in Sudbury, an attractive modern city offering unique cultural, recreational, and educational opportunities. For further info see <http://www.sudburytourism.ca>. LU is a bilingual institution and an equal opportunity employer. It has a policy of passive bilingualism (English/French) as a condition of tenure. LU is committed to equity in employment and encourages applications from all qualified applicants, including women, aboriginal peoples, members of visible minorities and persons with disabilities. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents.

L'Université Laurentienne (UL) est située à Sudbury, une ville moderne et agréable offrant des possibilités uniques en matière d'enseignement, de loisirs et d'activités culturelles. Consultez <http://www.sudburytourism.ca>. L'UL est un établissement bilingue et souscrit au principe de l'égalité d'accès à l'emploi. Le bilinguisme passif (français - anglais) est une condition d'obtention de la permanence. L'UL souscrit aussi au principe de l'équité en matière d'emploi et invite toutes les personnes qualifiées, y compris les femmes, les Autochtones, les membres des minorités visibles et les personnes handicapées à poser leur candidature. Conformément aux exigences du Canada en matière d'immigration, cette annonce s'adresse en premier lieu aux citoyens canadiens et aux résidents permanents.

LU has multiple faculty positions to offer starting July 1, 2008 in the following programs: *L'UL désire combler divers postes de professeurs à compter du 1 juillet 2008 dans les programmes suivants :*

- Arts d'expression (Annonce # 5)
- Commerce – Comptabilité (Annonce # 6)
- Commerce – Finance (Ad #7)
- Commerce – Operations Management (Ad #8)
- Commerce – Organizational Behaviour (Ad #9)
- Education (Ad #10)
- Engineering – Mechanical Engineering (Ad #11)
- Engineering – Mining Engineering (Ad #12)
- English (Ad #13)
- Histoire (Annonce #14)
- Human Kinetics (Ad #15)
- Library/Bibliothèque (Ad/Annonce # 16)
- Library/Bibliothèque (Ad/Annonce # 17)
- Midwifery (Ad #18)
- Nursing (Ad #19)
- Orthophonie (Annonce #20)
- Programme de rédaction au premier cycle (Annonce #21)
- Sciences de l'activité physique (Annonce #22)
- Sciences de l'éducation (Annonce # 23)
- Sciences Infirmières (Annonce # 24)
- Service social (Annonce # 25)
- Undergraduate Writing Program (Ad #26)

For detailed descriptions of these positions visit www.asr.laurentian.ca.
Pour obtenir de plus amples renseignements sur ces postes, veuillez consulter www.rpe.laurentienne.ca.

Applications will be reviewed commencing in January 2008 but will be accepted until the positions are filled. Ph.D. in the related field is essential unless otherwise indicated. Applicants should provide a covering letter clearly indicating the Ad number, a curriculum vitae, a list of publications, a summary of research interests, a research proposal indicating equipment needs and three letters of reference addressed to: Harley D'Entremont, Laurentian University, 935 Ramsey Lake Road, Sudbury, ON P3E 2C6 or by e-mail to asr@laurentian.ca. LU faculty are part of the LUFA (Laurentian University Faculty Association), information and the Collective Agreement can be found at www.lufapul.ca. All positions are subject to budgetary approval.

Les candidatures seront examinées à compter de janvier 2008 mais seront acceptées jusqu'à ce que les postes soient comblés. Un doctorat (Ph.D.) dans le domaine connexe est, à moins d'avis contraire, obligatoire. Les candidats/les doivent faire parvenir une lettre d'accompagnement indiquant le numéro de l'annonce, un curriculum vitae, une liste de publications, un résumé des champs d'intérêts de recherche, un projet de recherche indiquant les besoins d'équipement et trois lettres de recommandations à M. Harley D'Entremont, Université Laurentienne, 935, chemin du lac Ramsey, Sudbury (ON) P3E 2C6 ou à asr@laurentienne.ca. Les membres du corps professoral de l'UL font partie de l'APUL (Association des professeurs de l'Université Laurentienne). De plus amples renseignements ainsi que la convention collective figurent à www.lufapul.ca. Les postes sont comblés sous réserve de l'approbation budgétaire.

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Department of Mathematics and Statistics,
McGill University, 805 Sherbrooke Street
West, Montreal, QC H3A 2K6, Canada.
Candidates must arrange to have the letters
of recommendation sent directly to the
above address. Candidates are encouraged to
submit a letter of recommendation in hard
reprints or originals with their applications.
To ensure full consideration, applications
must be received by January 15, 2008. To
facilitate notification of the outcome of the
search, candidates should send an e-mail
to mathstat@mcgill.ca at the time of application. McGill
University is committed to equity in employ-
ment and diversity. It welcomes applica-
tions from indigenous peoples, visible mi-
norities, ethnic minorities, persons with dis-
abilities, and persons of different sexual
orientations and gender identities and
others who may contribute to further di-
versification. All qualified applicants are en-
couraged to apply; however, in accordance
with Canadian immigration requirements,
candidates must be citizens, permanent
and permanent residents of Canada.

APPLIED MATHEMATICS & STATISTICS – McGill University. The Department of Mathematics and Statistics invites applications for a tenure-track position in discrete mathematics and combinatorics. The appointment while the appointment is expected to be made at the level of an Assistant Professor, the Department would consider applicants for a senior-level position with a minimum of a doctoral degree at the date of appointment. They are also expected to have demonstrated the capacity for independent research of excellent quality. Selection criteria will include the quality of the applicant's work as well as potential contributions to the educational programs of the Department at the graduate and undergraduate levels. Applicants should submit a curriculum vitae, a list of references, a statement of research interests, a statement of teaching experience, a statement of interest in teaching, and the names, phone numbers and e-mail addresses of at least four references (with one addressing the teaching interests). Send materials to: Dr. Robert Shepherd, Chair, Discrete Mathematics, Department of Mathematics and Statistics, McGill University, 3605 University Avenue, Montreal, Quebec H3A 2K4, Canada.

ties or Continuous Optimization Search Committee, Department of Mathematics and Statistics, McGill University, 805 Sherbrooke Street West, Montreal, QC H3A 2K6, Canada. Candidates must arrange to have the letters of recommendation sent to the following address. Candidates who are encouraged to include copies of up to three selected reprints or preprints with their applications. To ensure full consideration, applications must be received by January 15, 2008. To facilitate our review process, please send the e-mail address and should send an e-mail to the address DM.COsearch@mcgill.mcgill.ca at the time of application. McGill University is committed to equity in employment and diversity. It welcomes applications from indigenous peoples, persons with disabilities, persons with minority sexual orientations and gender identities and others who may contribute to further diversification. All qualified applicants are encouraged to apply. For more information, visit our website. Immigration requirements, priority will be

■ **MATHÉMATIQUES ET STATISTIQUES** — Université d'Ottawa. Le Département de mathématiques et de statistiques de l'Université d'Ottawa met au concours au moins un poste nommé à la permanence; au rang de professeur(e) adjoint(e) ou de professeur(e) régulier(e). Le candidat(e) en biostatistique ou en personne choisie aura fait ses preuves tant comme chercheur que comme enseignant, et ce, à tous les niveaux. En particulier, elle sera capable de superviser des étudiants de premier cycle, troisième cycle, dès l'entrée en fonction. Les dossiers de candidature doivent comprendre un curriculum vitae, un plan de recherche et quatre lettres de recommandation. Les candidats doivent joindre leur curriculum vitae à l'enseignement. Nous encourageons les candidat(e)s à joindre à leur dossier usqu'à trois exemples de leurs plus importantes contributions. Les dossiers doivent être envoyés au Département de mathématiques et de sta-

Lequel, Université d'Ottawa, 585, rue King Edward, Ottawa, Ontario, Canada. Les candidats doivent nous parvenir avant le 15 septembre 1995. Les candidats qui ne sont pas membres de l'association ne sont pas considérés jusqu'à ce que le poste soit pourvu. L'entrée en fonction prévue pour le 1er juillet 1996. Des conditions de travail et de rémunération sont prévues par convention collective. Pour plus de renseignements, veuillez consulter notre site Internet: <http://www.utoronto.ca/~mathstat>. L'Université d'Ottawa est libre, avec raison, de sa tradition de bilinguisme, vieille de plus de 150 ans. Par l'entremise de son site Internet, elle souhaite se faire offrir aux membres et à leurs conjoints la possibilité de suivre des cours pour passer le temps libre. Les professeurs de la faculté officielle. Au moment de leur embauche, les professeurs sont tenus de passer un examen de langue officielle. Les professeurs doivent être en mesure d'enseigner dans les deux langues officielles, à l'exception de ceux qui ont obtenu un diplôme d'enseignement dans une seule langue. Tous les candidats qu'ils sont encouragés à postuler; toutefois la priorité sera accordée aux Canadiens ainsi qu'aux résidents de la province d'Ontario. L'Université s'efforce à l'équité d'emploi et elle encourage les femmes, les autochtones, les personnes handicapées et les personnes de diverses minorités visibles et les personnes âgées.

MECHANICAL & MATERIALS ENGINEERING—University of Western Ontario. Applications are invited for a probationary (tenure-track) appointment in the area of experimental fluid mechanics with interests in energy systems, energy efficient devices, energy storage and/or energy generation. The successful candidate will be expected to publish 1, 2008 or as soon as possible thereafter. If qualifications and experience warrant a higher rank, consideration will be given to an appointment at the Associate Professor (probationary tenure track) rank. The Department of Mechanical and Materials Engineering is one of four departments in the Faculty of Engineering, University of Western Ontario. The Department currently has 23 faculty members, 7 staff members, and 93

graduate students enrolled in the MENG, MESC and PhD programs (<http://www.ewg.uwo.ca/mechanical>) and is involved in research in the areas of: mechanical systems, structures, materials, biomechanics, automation, technologies & systems, solid mechanics & fluid mechanics. The University of Western Ontario is a city with a population of approximately 348,000 along the banks of the Great Lakes. The University of Western Ontario is a prominent academic institution that has made a commitment to excel as a research intensive university (<http://comm.uwo.ca/comm/comm.htm>). We seek energetic and dynamic candidates who will be able to positively contribute to the research and teaching activities of the Department. The successful candidate will have an appropriate PhD degree and will have a minimum of 3 years of research and publication. The successful candidate will be expected to maintain an ongoing vigorous research program, collaborate with other researchers, and be involved in teaching, funding, supervise graduate students, instruct in undergraduate and graduate courses, and participate in university and off professional activities. Candidate will be expected to participate in the normal activities of the Department, including the Department, Faculty and University. Commitment to or eligibility for registration as a Professional Engineer in Ontario is required for consideration. The successful candidate for this position should forward a curriculum vitae and the names and addresses of three references to: Associate Professor, Assistant, Department of Mechanical and Materials Engineering, The University of Western Ontario, London, Ontario, N6A 3K1, Canada. All applications, resumes and submissions, to be sent to: ereses@eng.uwo.ca. Consideration of applications will continue until the position is filled. Position is subject to budget approval. Applicants must submit a current written and oral communication skills test. Applications from women and minorities are encouraged to apply; however, Canadians and permanent residents will be given priority.

also is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people and persons with disabilities.

■ MECHANICAL & MECHATRONICS ENGINEERING – We are seeking applications from a graduate of Mechanical and Mechatronics Engineering at the University of Waterloo for a tenure-track position in Mechatronics Engineering at the assistant, associate, or full professor rank and graduate courses. The position involves teaching and graduate courses in a Cooperative Education Program, supervising graduate and undergraduate students, and conducting an active research program including, but not limited to, the following areas: control systems, mobile robotics, modeling and design of electro-mechanical systems, intelligent manufacturing and control, intelligent systems, and mechatronics. The ability to develop synergies with other research activities within the department is an important consideration. The successful multi-disciplinary environment will be an asset. Applicants must hold a PhD in Mechanical Engineering or a related discipline. They must have teaching experience. Potential of proven ability for excellence in teaching and excellent communication skills, including written and oral, are essential. Applications can be found at www.eng.uwaterloo.ca/academic or at www.mme.uwaterloo.ca. Interested applicants should send a letter of interest, a concise vision statement, and the names of three references to: Dr. Pearl Sullivan, Chair, Department of Mechanical and Mechatronics Engineering, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1. Fax: (519) 888-4531. Enroll: mechanical@uwaterloo.ca. The position will be accepted until suitable candidate is found. Eligibility for registration as a Professional Engineer is a requirement. The position is subject to the availability of engineering license for practice in Canada. We are also open to applications for those who apply for an engineering license in Canada.

in these years. The salary will be commensurate with qualifications and experience. The University of Waterloo encourages applications from individuals of all backgrounds, including women, members of visible minorities, native peoples and persons with disabilities. All qualified individuals are encouraged to apply; however, Canadians are given priority. For more information, contact the Department of Mechanical and Mechanical Engineering at the University of Waterloo, 200 King's College Blvd., Waterloo, Ontario N2L 2G1, Canada. The position is available for a tenure-track position in Fluid Mechanics at the assistant, associate, or professor rank. Outstanding teaching and research potential and graduate teaching experience are required. The position is part of a Cooperative Education Program, supervising graduate and undergraduate students, and includes a research component. The search program including external funding. Applicants with a strong background in fluid mechanics and computational or experimental fluid mechanics are preferred. The position involves research in Fluid Mechanics focusing on fundamental and applied problems in microfluidics, microfluidic devices, micro-scale flows, environmental flows and reacting turbulent flows. These are studied using a combination of advanced experimental and computational techniques. Fluid dynamics. Applicants with expertise in computational fluid dynamics and/or fluid mechanics in elementary or new areas will also be considered. The position is in the Department of Chemical Engineering or a related area and has relevant experience, potential or proven ability for excellence in teaching and research. For more information and application information about the Faculty and Department can be found at www.uwaterloo.ca and www.chem.uwaterloo.ca. Interested applicants should send their curriculum vitae, a concise vision statement and the names of three references to: Dr. Pearl S. Lee, Department of Mechanical Engineering, University of Waterloo, Waterloo, Ontario, N2L 2G1, Canada. (519) 888-4351. E-mail: pearl@cape.uwaterloo.ca. Applications will be accepted until suitable candidates are found. Eligibility for registration with the Professional Engineers of Ontario is required. The successful applicant will be required to have an engineering license for practice in Canada or to apply for an engineering license with the Professional Engineers of Ontario within three years. The salary will be commensurate with qualifications and experience. The University of Waterloo encourages applications from individuals of all backgrounds, including women, members of visible minorities, native peoples and persons with disabilities. All qualified individuals are encouraged to apply; however, Canadians and permanent residents will be

NEERING—University of Waterloo. The Department of Mechanical and Mechatronics Engineering at the University of Waterloo is seeking a tenure-track position at the assistant, associate, or full professor rank. The successful candidate will have a Ph.D. in Mechanical Engineering/Certificate program in green engineering. The research field is flexible; areas of interest include: energy systems, renewable energy, energy system analysis and design, energy impact assessment, renewable energy, advanced energy technologies, energy storage, energy efficiency, energy conservation, abatement, etc. Applicants must have excellent communication skills, and a history of research and teaching. A Ph.D. with a timely related discipline is a definite preference. Potential or proven ability for excellence in teaching and research. Duties will include teaching, supervising graduate students in a Cooperative Education program in the Cooperative Education Program, supervising graduate and undergraduate student research, and undertaking research in the field of interest. Applicants should send their full curriculum vitae, a concise research and teaching vision statement, and a list of references to: Dr. Pearl Sullivan, Chair, Department of Mechanical and Mechatronics Engineering, University of Waterloo, Waterloo, Ontario N2L 3G1, Canada. E-mail: mechmail@uwaterloo.ca. Applications will be accepted until suitable candidates are identified. A Ph.D. in Mechanical Engineering or a Professional Engineer is a requirement. The successful applicant is expected to have an engineering license for practice in Canada or a Professional Engineer in Ontario within three years. The salary will be commensurate with experience. The University of Waterloo qualified candidates are encouraged to apply; however Canadian citizens and permanent residents will be given priority. The University of Waterloo is an equal opportunity employer from all qualified individuals, including women, members of visible minorities, and persons with disabilities. For more information, contact the Faculty and Department can be found at www.eng.uwaterloo.ca.

bio and www.mmsu.waterloo.ca
 bio and www.mmsu.waterloo.ca
NEERING – University of Waterloo. The Department of Mechanical and Mechatronics Engineering of the University of Waterloo is looking for a tenure-track position in solid mechanics as the assistant, associate, or full professor. The position will be responsible for teaching undergraduate and graduate courses in a Cooperative Education Program, supervising graduate and undergraduate students in research program including external funding. We seek an individual with a strong background in solid mechanics and a research interest in one or more of the following emerging areas: micro/nano-mechanics, mechanics of thin films, composites, damage mechanics and bioengineering. In particular, candidates with a strong background in the mechanics of these areas are encouraged to apply. The ability to develop synergies with existing research activities within the department and the university environment will be an asset. Applicants must hold a PhD in Mechanical Engineering, possess potential of exceptional teaching experience, potential of given ability for excellence in teaching, and excellent communication skills. Information about the Faculty and the Department can be found at www.mmsu.waterloo.ca.

MOUNT ROYAL Calgary, Alberta

Build your academic career in one of Canada's fastest growing cities.

We are looking for faculty members to become part of the diverse Mount Royal family. We put the success and satisfaction of our students above everything else by offering relevant programs and a personalized learning environment. Our 12,000 students have the choice of working towards baccalaureate degrees, applied degrees, diplomas and certificates.

Teaching is your passion and not just your career.

You focus on teaching and thrive on challenging yourself and your students. You want to help us define the role of scholarship in a new kind of undergraduate institution. Your opportunity awaits you at Mount Royal.

Mount Royal may also be seeking instructors in a number of other departments. Vacant positions are posted regularly. Please visit our website for further information.

For further information on specific faculty positions please visit www.mtroyal.ca/hr
Mount Royal offers equal employment opportunities. Only applicants selected for an interview will be contacted.



CARÈRES CARRIÈRES

at www.ang.uwaterloo.ca and at www.mech.uwaterloo.ca. Interested applicants should send their full curriculum vitae, a concise vision statement, and the names of three references to: Dr. Pearl Sullivan, Chair, Department of Mechanical & Mechatronics Engineering, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1; Fax: (519) 888-4351; Email: mech@uwaterloo.ca. Applications will be accepted until suitable candidates are found. Eligibility for registration as a Professional Engineer is a requirement. The successful applicant is expected to have an engineering license for practice in Canada or to apply for an engineering license with the Professional Engineers of Ontario within three years. The salary will be commensurate with qualifications and experience. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples and persons with disabilities. All qualified candidates are encouraged to apply; however, Canadian and permanent residents will be given priority.

MECHANICAL ENGINEERING – University of Alberta. Tenured and non-tenured positions are available at the Assistant, Associate and Full Professor Ranks, depending on the qualifications and experience of the candidates. The Department of Mechanical Engineering at the University of Alberta is on the brink of a major expansion into exciting interdisciplinary and traditional areas connected to mechanical engineering in the next four years with the hiring of about twenty (25) new members. As such, we are interested in immediately hiring five (5) qualified candidates preferably in the following four strategic areas of our dynamic expansion, but not limited to the sub-areas indicated. Candidates must have or expect to shortly receive a Doctoral Degree in Engineering (preferably Mechanical). All candidates will be expected to develop a significant independent research program with external funding, supervise graduate students in their field of interest, teach post-graduate and undergraduate courses in mechanical engineering, and assist in administrative duties/service to the department. Energy & Natural Resources Positions: a) Renewable/sustainable energy systems (wind, solar, geothermal, hydro, nuclear, etc.); b) Energy conversion and storage; c) New technologies for buildings and industrial processes; d) Bio-inspired and hybrid energy devices; e) Thermodynamics, fluid mechanics and material aspects of energy systems; f) Biofuels for transportation and combustion; g) Fuel Cells with emphasis on transport phenomena and fluid mechanics; h) Clean coal technologies with emphasis on combustion; i) Environmental aspects of energy systems with emphasis on pollution (water/air) dispersions and mitigation; or energy policy and management; j) Energy project management (e.g. life cycle analysis, remote and web-enabled systems). Micro & Nano-technologies Positions: a) Micro and nano energy conversion and/or generation systems; b) Micro/nano sensors for biomedical and diagnostics applications; c) Biomimetic materials and interfaces; d) Micro/nano fluids; e) Smart materials and interfaces (solid/fluid); f) Dynamics and vibrations characteristics of micro/nano devices; g) Micro/nano coatings. Bio-inspired and biomedical Engineering Positions: a) Mechanics of bone; b) Connective tissue mechanics; c) Biomaterials; d) Prosthetic, implant and rehab technologies; e) Fibrous transport/mechanics in human body; f) Bio-inspired actuators and sensors. Information Technology for Mechanical Systems Positions: a) Automated surgery and remote delivery/monitoring systems; b) Web-enabled "connected" design and manufacturing systems; c) Smart and "connected" transportation systems. Application requirements: Please send the following to the attention of the Chair of Mechanical Engineering, Prof. Lorne Mottram, kostjuk@ualberta.ca or by mail to the following address: Department of Mechanical Engineering, University of Alberta, Edmonton, AB, T6G 2G8, Canada. I. Curriculum vitae (please clearly indicate where(s) your application should be considered for); 2. Curriculum vitae 3. Contact information for at least three references; 4. Statement of current and future research plans; 5. Statement of current and future teaching interests; 6. Three samples of your most relevant publications. Applications collected will be reviewed in the following closing dates: 1. January 31, 2008; II. May 31, 2008; III. August 31, 2008. All successful candidates will, regardless of their educational background, be required, in due course, to become licensed professional engineers in the Province of Alberta. Founded in 1908, University of Alberta is one of Canada's foremost research-intensive universities with an operating budget of over one billion dollars annually; the external research funding was over 460 million dollars in 2006/07. The University has approximately 36,000 students at BSc, MSc, and PhD levels; Faculty of Engineering is amongst the top 5 percent in size in North America with over 3200 undergraduate and 1100 graduate students. The Department of Mechanical Engineering has more than 600 undergraduate and 200 graduate students. For more information visit our website www.uofw.ualberta.ca/mec/. The Greater Edmonton area has a population of over a million people and offers a diverse array of cultural and sporting activities year round, which has earned Edmonton the nickname of Festival City. Edmonton is an international city as evident by over seventy cultures from all over the world that were represented in the recent annual Heritage Festival. Edmonton's cost of living is very competitive and favorable when compared with other major cities in Canada. Edmonton is only four hours from Rocky Mountain National Parks of Jasper and Banff, which offer some of the finest skiing, kayaking, cycling and camping in the world. The University is located centrally on the banks of the North Saskatchewan River near downtown Edmonton. All qualified candidates are encouraged to apply. However, Canadians and permanent residents will be given priority. If suitable Canadian citizens or permanent residents cannot be found, other individuals will be considered. The University of Alberta hires on the basis

of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.

MEDIA STUDIES – The University of Western Ontario. The Faculty of Information and Media Studies (FIMS) at the University of Western Ontario invites applications for the selection of the CarWest Global Fellow in Media. The successful candidate will be a residence for one term, to be negotiated: the fall 2008 term of the winter 2009 term. The successful applicant will receive a stipend of \$30,000, including benefits for the one term. During the term of the Fellowship, the CarWest Global Fellow will teach one half course in his/her area of expertise in one of the Faculty's programs and will be engaged in a significant media-related research project that will lead to public dissemination. In addition, the role of the Fellow is to promote public discussion of a range of issues related to the nature of Canadian media. We anticipate that this position will appeal either to visiting academics or to journalism/media practitioners who would value an opportunity to engage in teaching and scholarly reflection relating to some aspect of media. The successful applicant will be a distinguished leader in the area of journalism/media studies who will use the opportunity of the CarWest Global Fellowship to enrich teaching and scholarship in media at Western. The Faculty of Information and Media Studies is a vibrant, expanding, interdisciplinary Faculty comprised of some 51 full-time faculty members and 22 non-academic staff. It currently offers an undergraduate program in Media, Information and Technology (MIT) with an enrolment of more than 1,000 students, as well as an MA in Journalism, a Master's and doctoral program in Library and Information Science, and an MA and PhD in Media Studies. The enrolment in the MLIS program is approximately 260 students, including part-time students; current enrolment in the US PhD program is 23. Information about the Faculty and descriptions of its courses are available at <http://www.fims.uwo.ca>. The Faculty of Information and Media Studies is one of twelve Faculties in The University of Western Ontario, a research intensive University of 27,000 full-time equivalent students. Interested candidates are invited to send their curriculum vitae, sample publications, names and addresses of three references, and a cover letter outlining their interest in the position by January 15, 2008. Deadline for receipt of applications – January 15, 2008 or until position is filled. Dr. Thomas Carmichael,

Dean, Faculty of Information and Media Studies, North Campus Building, The University of Western Ontario, London, ON, Canada, N6A 5S7; Phone: (519) 661-3542; Fax: (519) 661-3506. Positions are subject to budget approval. Applicants should have fluent written and oral communication skills in English. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Western Ontario is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, Aboriginal people and persons with disabilities.

MICROELECTRONICS – Simon Fraser University. The School of Engineering Science at Simon Fraser University is seeking outstanding candidates for a tenure track position at the Assistant Professor level in design and fabrication of microelectronics. Desired research areas include, but are not limited to: sensors and sensor networks, RF/EM, low-power CMOS VLSI circuits, design for testability and verification, organic and nano electronics, system-on-chip, imaging, MEMS, novel circuits and devices using nano-materials. The School would be particularly interested in applicants with primary research interest in any of the above areas complemented with secondary interest in biomedical engineering applications. Applicants with a proven scholarly record or demonstrated potential for research and a commitment to undergraduate as well as graduate teaching are encouraged to apply. Registration or eligibility to register as a Professional Engineer in the Province of British Columbia is a must. This normally requires an undergraduate degree from a reputable university in engineering. The School of Engineering Science has a strong commitment to high quality research and offers an excellent research environment. Initial research support will be provided to the successful applicant for establishing his/her research program. The microelectronics research group currently works in the areas of physical sensors, MEMS, Microfluidics, Analog & Digital CMOS VLSI circuits and systems, laser-processing of materials and imaging systems. The group is currently fully runs an in-house fabrication facility supporting MEMS, microfluidics polymer and thin-film processing technology. The University which has consistently been placed near the top of the Maclean Magazine's national rankings is located on top of Burnaby Mountain in Greater Vancouver and commands magnificent mountain and ocean views. The Lower Mainland area of British Columbia is unique in Canada for its mild climate and excellent recreational opportunities. All qualified candidates are en-

couraged to apply; however Canadians and permanent residents will be given priority. The University is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, Aboriginal people, and persons with disabilities, gay men and lesbians. Applications will be accepted until the position is filled. Under the authority of the University Act, personal information that is required by the University for Academic Appointment Competitions will be collected. For further details see: <http://www.sfu.ca/vpacademic/Faculty-Open-Appointment-Notice.html>. To apply, send curriculum vitae, including research interests, evidence of selected writings and the names, addresses and phone numbers of four referees to: Dr. Mehdi Sali, Professor & Director, School of Engineering Science, Simon Fraser Uni-

versity, 8888 University Drive, Burnaby, BC, V5A 1S6, Canada; email: sali@sfu.ca. **MIDWINTER – Laurentian University.** At #18, The Midwinter Education Program invites applications for a tenure-track position. Please see our display ad in this issue. **MORAL THEOLOGY – Regis College, University of Toronto.** Regis College, the Jesuit graduate Faculty of Theology at the University of Toronto, invites applications for a tenure-track position in moral theology. The position will be of particular interest to those with the rank of full or associate professor. A junior candidate would be expected to progress toward teaching and supervision of students in graduate research programs. The candidate will hold a relevant doctoral degree in moral theology with specialized training in an area such as sexual ethics, healthcare ethics or bioethics. A Li-

centiate in Sacred Theology or the willingness to earn one would be an asset. The candidate will have a proven ability to help form students in professional graduate programs in moral decision-making. The candidate may be required to supervise one or more of Regis College's academic programs and will be expected to contribute to the academic activities of the Toronto School of Theology. The starting salary is commensurate with experience. The successful candidate will contribute to the Ignatian mission of Regis College. Specifically, the candidate will participate in integral formation for ministry by assisting students to access the Roman Catholic theological tradition; undertake contextual analysis; develop practical pastoral skills and respond to the challenges of personal formation. The position commences on July 1, 2008. Applications are due no later than



The University of British Columbia — Vancouver

Director of School of Social Work and Family Studies

We invite applications for the position of Director of the UBC School of Social Work and Family Studies (Vancouver). The appointment begins July 1, 2008 for a five-year period with a possibility of renewal. The appointee will also hold the rank of Full Professor. Candidates are expected to hold an MSW and related doctoral degree. Excellence in research, international reputation, experience in academic administration, and a demonstrated commitment to excellence in teaching are required. A demonstrated ability to play a significant leadership role with the School, the University and the wider community is also expected.

Situated in the Faculty of Arts, the School is currently reviewing its degree program offerings that include nationally accredited BSW and MSW programs (including a First Nations pilot BSW) and a PhD degree. For information, please see <http://www.svfu.ubc.ca/> and <http://www.arts.ubc.ca/>. The School has a strong and established record of research and participation in local and international social development. Currently the School is entering a new stage in its development. The new Director will be expected to guide this process, enhancing the School's achievements and reputation as a leading edge site of critical and transformative social work education within BC, across Canada and internationally. Applicants should send a letter of application, a current CV, evidence of teaching effectiveness, and the names of four referees to Professor Dominic Melver Lopes, Faculty of Arts, Office of the Dean, Buchanan B130, 1866 Main Mall, Vancouver, BC, Canada V6T 1Z1.

Review of applications begins on January 1, 2008 and will continue until the position is filled. This position is subject to final budgetary approval. UBC hires on the basis of merit and is committed to employment equity. We encourage all qualified persons to apply; however Canadians and permanent residents of Canada will be given priority.



Vice-President, Research

Brock University invites applications and nominations for the newly created position of Vice-President, Research.

Located at the centre of Canada's beautiful Niagara Peninsula in St. Catharines, Ontario, Brock University is the only Canadian university with the distinction of being part of a UNESCO Biosphere Reserve. With 592 full-time faculty members, the University offers strong undergraduate, graduate, and interdisciplinary degree programs that include co-op and other experiential learning opportunities to a student population of more than 17,000. Brock University graduates continue to enjoy one of the highest employment rates of all Ontario universities. The University has seven Faculties – Applied Health Sciences, Business, Education, Humanities, Mathematics and Science, Social Sciences, and Graduate Studies. For further information, please visit www.brocku.ca.

The Vice-President, Research is a member of the University's senior management team and functions as the Chief Research Officer of the University. He/she will support Brock's transformation as it becomes a more comprehensive research-intensive university that equally values teaching, research and innovation, and service. He/she will also be responsible for the implementation of the University's Strategic Research Plan 2006-2011, including advocating both internally and externally for the University on matters of research. Establishing and maintaining effective liaison with external funding agencies, business, industry, government, and the broader community are top priorities.

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www.jwsearch.com

The successful candidate will have a record of demonstrated scholarship and research and have academic leadership accomplishments, with superior administrative, communications, and interpersonal skills. He/she will have extensive experience in advancing research excellence and impact, with the ability to think creatively and encourage and support excellence through a range of means, including multi-sectoral partnerships. A broad interest in, and appreciation for, the range of scholarly and scientific disciplines in which Brock excels are essential. The appointment will ideally commence on July 1, 2008.

Brock University is actively committed to diversity and to the principles of Employment Equity and invites applications from all qualified candidates. Women, Aboriginal peoples, members of visible minorities, and people with disabilities are especially encouraged to apply. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority.

Consideration of candidates will begin in early January 2008. Please respond or nominate candidates in confidence to the address below.

Janet Wright & Associates Inc.
174 Bedford Road, Suite 200,
Toronto, Ontario M5R 2K9
Fax: (416) 923-8311
brockresearch@jwsearch.com



CAREERS CARRIÈRES

Tenure-track Position Department of Psychology

The Department of Psychology at Memorial University of Newfoundland (www.mun.ca/psychology) invites applications for two positions: A tenure faculty position in Clinical Psychology at the rank of Professor or Associate Professor (VPA-PSYC-2007-003) and a tenure-track position in Behavioural Ecology/Animal Behaviour at the rank of Assistant Professor (VPA-PSYC-2007-004).

For the clinical position, the successful candidate will serve a three year renewable term as the first Director of Clinical Training for the new Psy.D. programme, which is scheduled to begin in Fall 2008. The Director of Clinical Training has overall responsibility for the programme as well as for the operation of the associated clinic. The University's strategic plan calls for an expansion in graduate education, and the Psy.D. programme represents a first step in implementing new degree offerings in the Department. New space for the associated clinic has been secured. The successful candidate will also play a key role in considering the development of a Ph.D. programme in clinical psychology. The Department of Psychology has very close relations with the University's Counselling Centre, which offers a CPA accredited predoctoral internship training programme, as well as excellent relations with the Faculty of Medicine and many local community health boards.

For the behavioural ecology position, preference will be given to applicants whose research has a strong field component and focuses on local marine and/or terrestrial species. The successful candidate will have a Ph.D. in Psychology or a closely related discipline and is expected to contribute to the interdisciplinary Cognitive and Behavioural Ecology graduate programme.

Applicants for either position should send (1) a curriculum vitae; (2) a statement of research interests including selected reprints; (3) a statement of their teaching interests and evidence of effective teaching; and (4) the names and contact information of three referees to: Dr. Ian Neath, Head, Department of Psychology, Memorial University of Newfoundland, St. John's, NL, A1B 3X9. In addition, applicants for the clinical position should include a statement of their approach to clinical training and clinical practice. Electronic submissions may be sent via e-mail to: ianeath@mun.ca, and informal inquiries are welcomed. The appointment will begin on July 1st, 2008, or as soon as possible thereafter. The closing date for both positions is January 25, 2008.

Memorial University is the largest university in Atlantic Canada. As the province's only university, Memorial plays an integral role in the education and cultural life of Newfoundland and Labrador. Offering diverse undergraduate and graduate programmes to almost 18,000 students, Memorial provides a distinctive and stimulating environment for learning in St. John's, a very safe, friendly city with great historic charm, a vibrant cultural life, and easy access to a wide range of outdoor activities.

Memorial University is part of a lively and engaging scientific, arts, and engineering community which maintains an inventory of available positions for qualified partners. Partners of candidates for these positions are invited to include their resume for possible matching with other job opportunities.

All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Memorial University is committed to employment equity and encourages applications from qualified women and men, visible minorities, aboriginal people and persons with disabilities.

MEMORIAL UNIVERSITY

January 4, 2008. Interested candidates should forward a letter of intent, a curriculum vitae, transcripts of all graduate studies and three academic references under separate cover to: Dean of Faculty, Regis College, 15 St. Mary Street, Toronto, Ontario, Canada, M4Y 2R5. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

MUSIC - University of Ottawa. The Department of Music invites applications for a full-time tenure-track position in piano, which will be available July 1, 2008, at the Assistant Professor level. For more details on our programs, please visit: <http://www.music.uottawa.ca/index.html>. Candidates must have a doctorate or equivalent professional experience, be fluently bilingual, able to give instruction in both French and English, and have a nationally established performance career. The Department offers two undergraduate degrees (BMus and BA) and two Master's degrees (MMus and MA) in performance, musicology, and theory. Responsibilities will include teaching individual piano lessons and chamber music and could include teaching courses related to programs in piano. Salary is commensurate with the collective agreement. Candidates should submit a letter of application and curriculum vitae, and should arrange for three letters of recommendation from qualified referees to be sent directly to: Stéphane Lemelin, Chair, Department of Music, University of Ottawa, 50 University, Ottawa, ON, K1N 6N5. Deadline for applications: January 31, 2008. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Equity is a University of Ottawa policy; women, aboriginal peoples, members of visible minorities and persons with disabilities are encouraged to apply.

MUSIC (COLLABORATIVE PIANO) - University of Toronto. The Faculty of Music, University of Toronto invites applications for a full-time tenure-track position in collaborative piano. The appointment will be at the rank of Assistant Professor to begin July 1, 2008. We seek an accomplished pianist with particular experience in vocal music to provide leadership in the graduate program in collaborative keyboard studies. Outlets will include individual research, lessons, coaching and classes, plus coordination of student recitals and recruitment of graduate students. Applicants must have experience and demonstrated effectiveness in working with pianists and singers as well as an active performing profile. The successful candidate will also have chamber music experience and demonstrate expertise in lyric diction, knowledge of languages, and vocal repertoire. A Master's degree or equivalent in experience is required. Salary will commensurate with qualifications and experience. The University of Toronto is located in the heart of one of the world's great cities, and the Faculty of Music plays a vital part in its active music life. The Faculty of Music is an academic division of Canada's largest research university. In the culturally rich and diverse city of Toronto, it offers undergraduate and graduate degrees in music composition, music education, musicology/theory, ethnomusicology, and performance, including jazz and opera. Further information about the Faculty of Music programs can be found on the website: www.music.utoronto.ca. Applicants should send a letter of intent, curriculum vitae, and a professional dossier to Office of the Dean (Collaborative Piano Search), Faculty of Music, University of Toronto, 80 Queen's Park, Toronto, Ontario, Canada M5S 2C5. They should also arrange to have three letters of reference sent by the deadline: December 3, 2007. The University of Toronto is strongly committed to diversity within its community and especially welcomes applications from visible minority group members, women, aboriginal peoples, persons with disabilities, and members of sexual minority groups, and others who may contribute to the further diversification of ideas. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

Toronto is strongly committed to diversity within its community and especially welcomes applications from visible minority group members, women, aboriginal peoples, persons with disabilities, members of sexual minority groups, and others who may contribute to the further diversification of ideas. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

MUSIC (COMPOSITION) - University of Toronto. The Faculty of Music, University of Toronto, seeks a composer for a full-time tenure-track appointment at the rank of Assistant Professor. The appointment begins July 1, 2008. Preference will be given to candidates with demonstrated experience and promise in concert music and/or new audio and audiovisual technology. The successful candidate will demonstrate strong teaching and research skills; teaching responsibilities include undergraduate composition courses and graduate seminars as well as private composition instruction at both undergraduate and graduate levels. A doctoral degree in music composition or its career equivalent is required. Salary will commensurate with qualifications and experience. Applicants should send a letter of intent, curriculum vitae, and arrange to have three letters of reference sent to Office of the Dean (Composer Search Committee), Faculty of Music, University of Toronto, 80 Queen's Park, Toronto, Ontario, Canada M5S 2C5. Letters of reference should address professional and academic accomplishments and potential. They should also provide evidence of successful teaching. To ensure full consideration, materials must be received by December 3, 2007. The University of Toronto is located in the heart of one of the world's great cities, and the Faculty of Music plays a vital part in its active music life. The Faculty of Music is an academic division of Canada's largest research university. In the culturally rich and diverse city of Toronto, it offers undergraduate and graduate degrees in music composition, music education, musicology/theory, ethnomusicology, and performance, including jazz and opera. Further information about the Faculty of Music programs can be found on the website: www.music.utoronto.ca. The University of Toronto is strongly committed to diversity within its community and especially welcomes applications from visible minority group members, women, aboriginal peoples, persons with disabilities, and members of sexual minority groups, and others who may contribute to the further diversification of ideas. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

MUSIC (ETHNOMUSICOLOGY) - University of Toronto. The Faculty of Music, University of Toronto, is seeking an ethnomusicologist. This tenure-track appointment will be at the rank of Assistant Professor and candidates must have a completed Ph.D. The appointment begins July 1, 2008. We seek an ethnomusicologist with a strong research profile with publications. Performance ability is considered an asset. Salary will commensurate with qualifications and experience. The University of Toronto is located in the heart of one of the world's great cities, and the Faculty of Music plays a vital part in its active music life. The Faculty of Music is an academic division of Canada's largest research university in the culturally rich and diverse city of Toronto. It offers undergraduate and graduate degrees in music composition, music education, musicology/theory, ethnomusicology, and performance, including jazz and opera. Further information about the Faculty of Music programs can be found on the website: www.music.utoronto.ca. Applicants should send a letter of intent, curriculum vitae, and arrange to have three letters of reference sent to Office of the Dean, (Chair of the Ethnomusicology Search Committee), Faculty of Music, University of Toronto, 80 Queen's Park, Toronto, Ontario, Canada M5S 2C5. Letters of reference should address potential as a publishing scholar and provide evidence of successful teaching. All materials must be received by December 3, 2007. The University of Toronto offers the opportunity to teach and conduct research in one of the most cosmopolitan cities in the world, and is strongly committed to diversity within its community. The University of Toronto welcomes applications from visible minority group members, women, aboriginal peoples, persons with disabilities, and others who may contribute to the further diversification of ideas. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

MUSIC (ORCHESTRAL CONDUCTING) - University of Toronto. The Faculty of Music, University of Toronto invites applications for a full-time tenure-track position in orchestral conducting. This tenure-track appointment at the rank of Assistant Professor will begin July 1, 2008. Applicants must have experience and demonstrated effectiveness in working with students at the graduate and undergraduate levels as well as an active orchestral conducting profile. The successful candidate will also have a strong interest in conducting pedagogy and a secondary interest in opera repertoire. Outlets will include conducting the University of Toronto Symphony Orchestra in concert and opera performances, graduate conducting lessons and courses, coaching, sectionals and active participation in the administration of the orchestral and graduate conducting area. A Master's degree or equivalent in experience is required. Salary will commensurate with qualifications and experience. Applicants should send a letter of intent, curriculum vitae, and a professional dossier to Office of the Dean, (Orchestral Conductor Search Committee), Faculty of Music, University of Toronto, 80 Queen's Park, Toronto, Ontario, Canada M5S 2C5. They should also arrange to have three letters of reference sent by the deadline: December 3, 2007. The University of Toronto is located in the heart of one of the world's great cities, and the Faculty of Music plays a vital part in its active music life. The Faculty of Music is an academic division of Canada's largest research university.

Laurentian University Université Laurentienne Canada Research Chair in Particle Astrophysics

Advertisement #28 - The Department of Physics at Laurentian University invites applications for a Tier II Chair under the Canada Research Chair (CRC) program. Applicants for this tenure-track faculty position should have demonstrated research accomplishments as well as an excellent publication record in Particle Astrophysics. The successful applicant will be expected to participate vigorously, and to take a leading role, in the Scientific Program of SNO+LAB, the International Facility for Underground Science nearing completion in the CVRD - INCO Creighton Mine in Sudbury. The proposed research program should complement and extend the current activities of the faculty members comprising Laurentian University's Particle Astrophysics Group. Canada Research Chair recipients are eligible for infrastructure support through the Canada Foundation for Innovation (CFI). The Chair will participate, with a reduced teaching load, in graduate and undergraduate teaching within the department.

Located in scenic Northern Ontario, and only a half-hour drive from the SNO+LAB site, Laurentian University is a founding member of the Sudbury Neutrino Observatory and of SNO+LAB (www.sno.cba). The Particle Astrophysics Group at Laurentian has a long history of involvement in SNO having had major responsibilities in the areas of SNO's Supernova trigger, SNO's participation in the Supernova Early Warning System (SNEWS), SNO's water assay and radio-purity work, surface leaching studies of radio-contaminants; SNO's low energy background analysis program; SNO's ongoing cleanliness program; and the management of the laboratory's computing and networking infrastructure. The group is currently involved in the following experiments: SNO+, SNO's liquid scintillator successor, the Enriched Xenon Observatory, EXO; the spin-dependent Dark Matter Search experiment, PICASSO; and a dedicated supernova detector, HALO.

Laurentian University is committed to equity in the nomination and appointment process and strongly encourages applications from all qualified applicants including women, aboriginal peoples, members of visible minorities, and persons with disabilities.

LU is a bilingual institution and an equal opportunity employer. It has a policy of passive bilingualism (English/French) as a condition of tenure.

Applicants should provide a covering letter clearly indicating the Ad number, a curriculum vitae, a list of publications, a summary of research interests, a research proposal, and at least three letters of reference addressed to:

Harley d'Entremont,
Laurentian University,
935 Ramsey Lake Road,
Sudbury, ON P3E 2C6

or by e-mail to asr@laurentian.ca.

Applications will be reviewed commencing in December 2007 and will be accepted until the position is filled.

LU faculty are part of LUFA (the Laurentian University Faculty Association). Information and the Collective Agreement can be found at www.lufap.ca. More information on the University can be found at www.laurentian.ca and details concerning the CRC and CFI programs are available at www.chairs.gc.ca and www.innovation.ca respectively. For other information please contact the department chair, Prof. Clarence J. Virtue (cjv@sno.cba).



L'Hôpital de Montréal pour enfants
The Montreal Children's Hospital
Centre universitaire de santé McGill
McGill University Health Centre

Associate Professor/Full Professor Director, Division of Child Neurology

The Departments of Pediatrics and Neurology & Neurosurgery, McGill University and the Montreal Children's Hospital (MCH) of the McGill University Health Centre (MUHC) seek applicants for the position of Division Director of Child Neurology.

The Division consists of 5 full-time clinical faculty members, and three scientists. Clinical activity includes 1235 inpatient admissions (20 to 60 consults per week on call), 6600 ambulatory care patient visits, and 3600 clinical neurophysiology procedures per year. Programs in epilepsy, neuromuscular disorders, neurodevelopmental disabilities, neurogenetic, and neurodegenerative disorders, movement disorders, demyelinating disorders, and chronic headache are supported by a multidisciplinary team of allied health professionals, and operate with close working relationships with the members of the Division of Pediatric Neurosurgery.

Candidates should be physician-scientists with an established record of accomplishment in basic or clinical research and must have demonstrated strong leadership skills in patient care, teaching and research. Depending on the interests and expertise of the candidate, laboratory space, shared equipment and start-up funding would be available through the MCH site of the MUHC Research Institute.

Research interests are focused on the development of a Child Disability Research Centre, including neuroimaging, which will have significant outreach within McGill University and beyond. Education and training initiatives centre around the RCPSC Child Neurology Training Program, and undergraduate child neurology exposure.

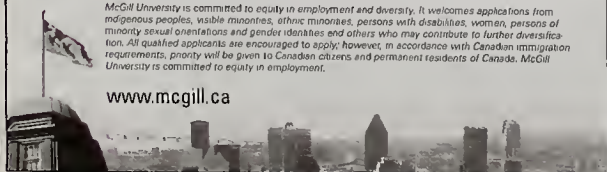
Candidates must be eligible for medical licensure within the province of Quebec. Candidates should be certified (or eligible) in Child Neurology by the Royal College of Physicians and Surgeons of Canada (or possess comparable qualifications). Candidates would benefit from a working knowledge of both French and English. Faculty rank and remuneration of the successful candidate will be based on individual qualifications.

Interested applicants are asked to submit a letter of interest, curriculum vitae (including e-mail address) and three letters of reference to:

Dr. Harvey J. Guyda, Chair,
Department of Pediatrics
The Montreal Children's Hospital, Room C-414
2330 Tupper St., Montreal, Quebec H3H 1P3
e-mail: harvey.guyda@muhc.mcgill.ca
Telephone: 514-412-4467
Fax: 514-412-4251

McGill University is committed to equity in employment and diversity. It welcomes applications from indigenous peoples, visible minorities, ethnic minorities, persons with disabilities, women, persons of minority sexual orientations and gender identities and others who may contribute to further diversification. All qualified applicants are encouraged to apply; however, in accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. McGill University is committed to equity in employment.

www.mcgill.ca



CAREERS CARRIÈRES

search university in the culturally rich and diverse city of Toronto. It offers a wide range of undergraduate and graduate degrees in music composition, music education, musicology/theology, ethnomusicology, and performance, including jazz and opera. Further information about the Faculty of Music programs can be found on the website: www.music.utoronto.ca. The University of Toronto is strongly committed to diversity within its community and especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, members of sexual minority groups, and others who may contribute to the further diversification of ideas. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

MUSIC (VIOLIN) – University of Toronto. The Faculty of Music, University of Toronto, invites applications for a full-time tenure-track position in Violin. The tenure-track appointment at the rank of Assistant Professor will begin July 1, 2008. Applicants must have experience and demonstrated effectiveness in working with violin students at the graduate and undergraduate levels as well as an active performing profile. The successful candidate will also have a strong interest in chamber music, orchestral repertoire and collaborative performance. Duties will include: teaching, research, lessons, coaching and active participation in the administration of the string and chamber music area. A Master's degree or equivalent in experience is required. Salary will commensurate with qualifications and experience. Applicants should send a letter of intent, recordings, and a professional dossier to Office of the Dean (Violin Search Committee), Faculty of Music, University of Toronto, 80 Queen's Park, Toronto, Ontario M5S 1A5. They should also arrange to have three letters of reference sent by the deadline: December 3, 2007. The University of Toronto is located in the heart of one of the world's great cities, and the Faculty of Music plays a vital part in its active music life. The Faculty of Music is also one of the largest of Canada's largest research university in the culturally rich and diverse city of Toronto. It offers undergraduate and graduate degrees in music composition, musicology, musicology/theology, ethnomusicology, and performance, including jazz and opera. Further information about this Faculty of Music programs can be found on the website: www.music.utoronto.ca. The University of Toronto is strongly committed to diversity within its community and especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, members of sexual minority groups, and others who may contribute to the further diversification of ideas. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

MUSIC (VOICE) – University of Lethbridge. The Faculty of Fine Arts, Department of Music, invites applications for a three-year, twelve-month term appointment at the rank of Academic Assistant in Voice, effective July 1, 2008, and subject to Board of Governors' approval. A Doctorate in vocal performance is the preferred degree. The University aspires to two individuals who have demonstrated excellence in teaching, performance, research and scholarship, and have potential to participate in the development of the voice area as well as contribute actively in the Department of Music and the Faculty of Fine Arts. Please visit our website at <http://www.uleth.ca> and click on "academic job postings" for more information and application procedures.

MUSIQUE – Université d'Ottawa. Le Département de musique de l'Université d'Ottawa sollicite des candidatures pour un poste de professeur(e) adjoint(e) à temps complet menant à la permanence pour l'enseignement du piano débutant le 1er juillet 2008. Pour plus de renseignements sur nos programmes d'enseignement et de recherche, voir <http://www.music.utoronto.ca>. La personne choisie aura un doctorat ou l'expérience professionnelle équivalente. Elle sera bilingue (anglais et français), devra enseigner dans les deux langues officielles et avoir une carrière artistique déjà établie au niveau national. Le Département offre deux programmes au premier cycle (BMA et BA) et des programmes de deuxième cycle (MMA et MA) en interprétation, musicologie, et théorie. La charge professorale comprendra des cours particuliers de piano et de musique de chambre, et pourra comprendre l'enseignement de cours reliés aux programmes en piano. Le salaire sera déterminé en conformité avec la convention collective. Prière de faire parvenir la lettre de candidature et un curriculum vitae de vous assurer que trois lettres de recommandation confidentielles soient envoyées sous pli séparé à: Stéphanie Lemelin, Directeur, Département de musique, Université d'Ottawa, 50 Université, Ottawa, ON, K1N 6N5. Date de clôture: le 31 janvier 2008. On encourage tous les candidats à postuler. La priorité sera toute fois accordée aux Canadiens ainsi qu'aux résidents permanents. L'Université d'Ottawa soutient à l'égalité d'emploi et elle encourage les femmes, les autochtones, les membres des minorités visibles et les personnes handicapées à postuler.

nano instruments (e.g., nanoscale spectroscopy, fluidics, nanobiosensors (or nanomedicine, biomaterials), and nanomaterials (e.g., nanocrystals, nano-engineered membranes). The successful candidate is expected to establish world-class, independent, externally funded research programs in a research-intensive cross-disciplinary environment. The departments involved in the creation of the NE program are already home to state-of-the-art characterization, analysis, and synthesis research facilities including cleanroom laboratories for nanoscale structures and devices. Excellent research and teaching lab facilities are being established across the university, including a new building complex with lab clusters for nanotech research. The candidates are also expected to develop and teach a broad range of innovative undergraduate and graduate courses in nanoscience and nanotechnology. Interested candidates should forward their curriculum vitae, the names of four referees, a brief description of research accomplishments, a teaching statement, and a research statement. They may also indicate the department they wish to be affiliated with. The positions will remain open until they are filled. Applications should be sent to: Faculty Hiring Coordinating Officer, Nanotechnology Engineering Program, University of Waterloo, 200 University Avenue West, Waterloo, Ontario, N2L 3G1, Canada. Email: natehring@nanotech.uwaterloo.ca. With a student population of 22,000 and six faculties, the University of Waterloo has been rated as the most innovative university in Canada for the 13th year in a row. Located about 100 km from metropolitan Toronto, the University of Waterloo is in the Region of Waterloo with a population of 500,000. The area is in the heart of Canada's technology triangle and enjoys one of the fastest growths in Canada. All qualified applicants are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples and persons with disabilities. Candidates targeting the Engineering departments are expected to become eligible for Professional Engineering registration in Ontario.

NURSING – York University. The School of Nursing is seeking applications for the position of Director of the School of Nursing, for a five-year term, commencing July 1, 2008, with the possibility of renewal. The Director will hold a full-time, tenure-track position at the Associate or Full Professor level. See our ad in this issue's Career section.

NURSING – Brock University. The Department of Nursing invites applications for two probationary/tenure-track positions at the rank of Assistant or Associate Professor, effective July 1, 2008. One of the departments within the Faculty of Applied Health Sciences, the Department of Nursing currently offers an accredited BScN Degree in collaboration with Loyola College and a BScN Degree Completion Program with foundations on the principles Primary Health Care. The Canadian Association for Schools of Nursing have awarded Brock's nursing programs a seven-year accreditation. Brock has a strong commitment to students and to the highest standards of teaching and research excellence. As a destination of choice for Ontario students, Brock has recently experienced one of the highest increases in student applications among Ontario universities. Successful candidates will have a Bachelor's degree in Nursing, a PhD in Nursing or a related discipline and a focused program of research and publications. (Candidates with a Masters in Nursing nearing completion of a PhD may be considered). We invite candidates with clinical expertise in a variety of areas. Preference will be given to the positions will be given to candidates with expertise in acute care medical or surgical nursing. Additional preference will be given to candidates with graduate teaching experience. Applicants must be qualified for Registration with the College of Nurses of Ontario. Please send a letter of application, curriculum vitae and three letters of reference to: Dr. Lynn Rempe, Chair, Department of Nursing, Faculty of Applied Health Sciences, Brock University, 500 Oshawa, Ontario, Canada, L2S 3A1. Tel: 905-688-5550, ext. 4774. Fax: 905-688-6658. Closing date for applications is January 15, 2008 or until a suitable candidate is found. These positions are subject to final budgetary approval. All qualified are encouraged to apply, however, Canadians and permanent residents will be given priority. Brock University is actively committed to diversity and the principles of Employment Equity and invites applications from all qualified individuals, including women, members of visible minorities, members of sexual minorities, and people with disabilities are especially encouraged to apply and to voluntarily self-identify as a member of a designated group as part of their application. Candidates who wish to have their application considered as a member of one or more designated groups should fill out the Self-Identification Form available at <http://www.brocku.ca/humanrights> and include the completed form with their application. More information on Brock University can be found on the university's website www.brocku.ca.

NURSING – University of Windsor. The Faculty of Nursing at the University of Windsor invites applications for two tenure-track faculty positions in the areas of Paediatrics/Child Health and Adult Health, at the rank of Associate or Assistant Professor, commencing July 1, 2008. For detailed position descriptions, visit our website at: www.uwindsor.ca/facultypositions. Contact: Gwendolyn Ebbett, Chair, Faculty of Nursing/Admissions Committee, University of Windsor, 401 Sunset Ave., Windsor, ON, N9B 3P4. Phone: (519) 253-3300, Ext. 2259; Fax: (519) 973-7084. Email: elzab@uwindor.ca. For information on the University of Windsor or the City of Windsor, contact Dr. Janice Drakich, Director, Faculty Recruitment at 877-665-6608 (toll free) within North America, call collect outside North America at 011-519-561-1432 or Email: recruit@uwindor.ca.

NURSING – Laurentian University. Ad # 19. The School of Nursing invites applications for four tenure-track positions. Please see our display ad in this issue.

OPTOMETRY (OCULAR DISEASE) – University of Waterloo. The University of Waterloo School of Optometry is seeking qualified applicants for a full-time position in the faculty category of clinical lecturer. The range of duties would include intern supervision, didactic and clinical laboratory teaching, and direct patient care. The successful candidate will have completed an accredited residency (or equivalent) in ocular disease. Preference will be given to candidates with additional practice experience in a disease management intensive environment. Successful completion of the Canadian Examiners in Optometry's examination is preferred but not required. Strong interest in clinical education and direct patient care is essential. Applicants would ideally be able to take up the position April 1, 2008 or earlier. Salary is negotiable within a range commensurate with experience and qualifications. A letter of application, curriculum vitae and three confidential letters of reference should be sent to: Dr. Thomas Fiedler, Director, School of Optometry, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1. Evaluation of candidates will continue until the position is filled. The University of Waterloo is an equal opportunity employer. All qualified individuals are encouraged to apply, including women, members of visible minorities, native peoples, and persons with disabilities; however, Canadian citizens and permanent residents will be given priority.



Department of Computer Science University of Toronto Assistant Professor in Computer Science

The Department of Computer Science, University of Toronto, invites applications for a tenure stream appointment at the rank of Assistant Professor, to begin July 1, 2008.

We are especially interested in candidates with RESEARCH EXPERTISE IN THEORETICAL COMPUTER SCIENCE, COMPUTER GRAPHICS, AND HUMAN-COMPUTER INTERACTION, but we may also consider exceptional applications from candidates in other areas of computer science. Appointments at more senior ranks may be considered in exceptional cases. The University of Toronto is an international leader in computer science research and education, and the department enjoys strong interdisciplinary ties to other units within the University.

Candidates should have (or be about to receive) a Ph.D. in computer science or a related field. They must demonstrate an ability to pursue innovative research at the highest level, and a strong commitment to teaching.

Salaries are competitive with our North American peers and will be determined according to the successful applicant's experience and qualifications. Toronto is a vibrant and cosmopolitan city, one of the most desirable in the world in which to work and live. It is also a major centre for advanced computer technologies; the department has strong interaction with the computer industry.

To apply for this position, please visit <http://recruit.utoronto.edu/> and follow the instructions.

The review of applications will commence on December 15, 2007. To ensure full consideration applications should be received by January 31, 2008.

The University of Toronto is strongly committed to diversity within its community and especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, members of sexual minority groups, and others who may contribute to the further diversification of ideas.

All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.



Dean, Faculty of Business

Brock University invites applications and nominations for the Dean, Faculty of Business.

The Faculty of Business is one of seven Faculties at Brock University, including Applied Health Sciences, Education, Humanities, Mathematics and Science, Social Sciences, and Graduate Studies. The Faculty is AACSB accredited and its stated mission is to educate students in an environment that encourages diversity, innovation, and excellence in research, teaching, and service. To this end, the Faculty offers comprehensive degree programs in business administration and accounting that integrate applied and theoretical approaches to business and society. Undergraduate programs include a Bachelor of Accounting (BACC and Co-op) and a Bachelor of Business Administration (BBA and Co-op). Graduate programs in the Faculty include a Master of Accountancy (MAcc), an International Master of Accountancy (IMAcc), an Off-Campus International Master of Accountancy (OC-IMAcc), a Master of Business Administration (MBA), a Master of Business Administration International Student Program (MBA ISP) and a Master of Science in Management (MSc). In addition the Faculty participates in numerous international exchange programs at both the undergraduate and graduate level. There are 85 faculty members within four academic departments, and 21 staff in the Faculty of Business with two Associate Deans. For further information, see www.bus.brocku.ca.

Reporting to the Provost, the Dean of Business will have a demonstrated record of successful leadership and management and be keen to build on new opportunities. He/she will have a passion for excellence in research, teaching, and service and a solid understanding of business and innovation. The ability to advocate for the Faculty and represent the Faculty internally, and externally to the appropriate

business communities, is critical. The new Dean will have excellent communication skills and the desire to expand and improve the existing curriculum.

Located in St. Catharines, Ontario, Brock University is the only Canadian university with the distinction of being part of a UNESCO Biosphere Reserve. With 592 full-time faculty members, the University offers strong undergraduate, graduate, and interdisciplinary degree programs that include co-op and other experiential learning opportunities to a student population of more than 17,000. Brock University graduates continue to enjoy one of the highest employment rates of all Ontario universities at 96.5%. A vigorous research, cultural, and recreational centre, Brock's superior facilities serve as a valuable resource to the community. Brock's annual economic impact on the Niagara region is \$265 million.

Brock University is actively committed to diversity and to the principles of Employment Equity and invites applications from all qualified candidates. Women, Aboriginal peoples, members of visible minorities, and people with disabilities are especially encouraged to apply. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority.

Consideration of candidates will begin in early January 2008, with an appointment being made in July 1, 2008. Please respond or nominate candidates in confidence to the address below.

Janet Wright & Associates Inc.
174 Bedford Road, Suite 200,
Toronto, Ontario M5R 2K9
Fax: (416) 923-8311
brockbus@jwsearch.com



Janet Wright & Associates Inc.

Senior-level recruitment for the public and not-for-profit sectors
www.jwsearch.com

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NANOTECHNOLOGY ENGINEERING – University of Waterloo. The departments of Chemistry, Chemical Engineering, and Electrical & Computer Engineering at the University of Waterloo invite applications for several positions at the Assistant, Associate, and Full Professor levels. The positions are part of the University's expansion in Nanotechnology Engineering (NE), which includes a new undergraduate degree program in NE (<http://www.nanotech.uwaterloo.ca>). The initiative is a cross-disciplinary partnership between the three departments which are home to more than 140 faculty members and 600 graduate students. Applications are invited from excellent candidates in the fields of nanoscience and nanotechnology with emphasis in the areas of nanoelectronics (e.g., quantum structures, molecular electronics), micro/

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■ **OPTOMETRIST (PAEDIATRIC)** – University of Waterloo. Applications are being accepted for a full-time, five-year definite term clinical lecturer at the School of Optometry, University of Waterloo. Applicants must be eligible for optometric licensure in Ontario and be appropriately trained in the use of ocular therapeutics. Preference will be given to applicants who have advanced optometric qualifications (residency or equivalent) and an interest and experience in the area of paediatrics. The successful candidate will develop and participate in both internal and external paediatric programs. Applicants would ideally be able to take up the position April 2, 2008 or earlier. Salary is negotiable within a range commensurate with experience and qualifications. A letter of application, curriculum vitae and three confidential letters of reference should be sent to: Dr. Thomas Fiedler, Director, School of Optometry, University of Waterloo, Waterloo, Ontario, N2L 3G1. Evaluation of candidates will continue until the position is filled. www.optometry.uwaterloo.ca. All qualified individuals are encouraged to apply, including women, members of visible minorities, native peoples, and persons with disabilities; however, Canadian citizens and permanent residents will be given priority.

■ **ORTHOPHONIC** – Université Laurentienne. Annonce #20. Le département d'études françaises et de traduction scolaire candidates pour un poste de professeur (a) adjoint(e) menant à la permanence pour l'enseignement de cours théoriques reliés au domaine de l'orthophonie (voir www.etudesfrancaises.laurentienne.ca). Veuillez consulter notre annonce dans cette édition.

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■ **PHILOSOPHY** – Brock University. The Department of Philosophy at Brock University invites applications for a probationary tenure-track position at the rank of Assistant Professor from July 1, 2008. The position is subject to final budgetary approval. The applicants should have a PhD in philosophy and demonstrated research and teaching record. Areas of Specialization: History of Philosophy (the department has an asset), Continental Philosophy, Ethics and Greek Philosophy. Areas of Competence: Contemporary Continental Philosophy. (Background in Eastern Philosophy would be an asset). The desirable applicant should send a curriculum vitae, a short research plan, three letters of reference, and evidence of teaching ability and experience to: Dr. R.

Reij, Chair, Department of Philosophy, Brock University, St. Catharines, Ontario, Canada, L2S 3A1. Fax: (905) 688-0625. Email: reij@brocku.ca. All qualified candidates are encouraged to apply; however, Canadian and permanent residents of Canada will be given priority.

■ **PHILOSOPHY** – University of Toronto. The Department of Philosophy at the University of Toronto invites applications for the position of Associate or Full Professor in the Department of Philosophy at the St. George (downtown) campus of the University of Toronto, to begin July 1, 2008. AD: 2007-08-01. The successful candidate will have a PhD in philosophy, with a particular emphasis on the phenomenological tradition. Salary commensurate with qualifications. PhD and evidence of excellence in research and teaching is required. The University of Toronto Department of Philosophy is a three-campus department consisting of the St. George, Mississauga, and Scarborough campuses. Faculty carry out their duties at the campus to which they are appointed, graduate teaching and supervision typically take place on the St. George campus. Additional information can be found at www.philosophy.utoronto.ca. Applicants should send a CV, writing sample, teaching materials, and the names of at least three referees to: Graduate Chair in Jewish Philosophy Search, Department of Philosophy, University of Toronto, 170 St. George St., 4th Floor, Toronto, Ontario, M5S 2M5, Canada. We will start considering applications on November 15, 2007, and continue until the position is filled. The University of Toronto is strongly committed to diversity within its community and especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, members of sexual minority groups, and others who may contribute to the further diversification of ideas. The University offers the opportunity to conduct research, teach, and live in one of the most diverse cities in the world. All qualified candidates are encouraged to apply; however, Canadian and permanent residents of Canada will be given priority.

■ **PHILOSOPHY** – University of Toronto. The Department of Philosophy at the University of Toronto invites applications for the position of Associate or Full Professor in the Department of Philosophy at the St. George (downtown) campus of the University of Toronto, to begin July 1, 2008. AD: 2007-08-01. The successful candidate will have a PhD in philosophy, with a particular emphasis on the phenomenological tradition. Salary commensurate with qualifications. PhD and evidence of excellence in research and teaching is required. The University of Toronto Department of Philosophy is a three-campus department consisting of the St. George, Mississauga, and Scarborough campuses. Faculty carry out their duties at the campus to which they are appointed, graduate teaching and supervision typically take place on the St. George campus. Additional information can be found at www.philosophy.utoronto.ca. Applicants should send a CV, writing sample, teaching materials, and the names of at least three referees to: Graduate Chair in Jewish Philosophy Search, Department of Philosophy, University of Toronto, 170 St. George St., 4th Floor, Toronto, Ontario, M5S 2M5, Canada. We will start considering applications on November 15, 2007, and continue until the position is filled. The University of Toronto is strongly committed to diversity within its community and especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, members of sexual minority groups, and others who may contribute to the further diversification of ideas. The University offers the opportunity to conduct research, teach, and live in one of the most diverse cities in the world. All qualified candidates are encouraged to apply; however, Canadian and permanent residents of Canada will be given priority.

■ **PHILOSOPHY** – McMaster University. The Department of Philosophy at McMaster University invites applications for a Visiting Professorship in Russell and the History of Early Analytic Philosophy. The Visiting Professorship is an extended period of leave from the Chair of the Department of Philosophy, which will be available each year, are intended for established scholars whose research would be benefited by access to the Russell and the History of Early Analytic Philosophy. They are tenable for either one or two semesters, and involve the obligation to present a paper at the Russell and the History of Early Analytic Philosophy. The successful candidate will be expected to give a series of lectures and to participate in the Russell and the History of Early Analytic Philosophy. The successful candidate will be expected to give a series of lectures and to participate in the Russell and the History of Early Analytic Philosophy. The successful candidate will be expected to give a series of lectures and to participate in the Russell and the History of Early Analytic Philosophy.

qualified applicants with expertise in Neural Control of Movement for a postdoctoral fellow-track position at the rank of Assistant Professor, effective July 1, 2008. The successful applicant will be expected to teach a course in Neuroscience, and to have a strong background in the following areas: motor control, motor learning, and/or neurophysiology. Hiring decisions will be made on the basis of research excellence, teaching ability, and meeting departmental needs. Applicants should have a completed doctorate and an active program of research with strong potential for continued funding. Previous university teaching experience is an asset. The closing date for applications is February 1, 2008, and the review process will continue until the position is filled. Applicants must submit a letter of application, a statement of research interests, curriculum vitae, and the names of three referees to: Dr. Nola Kentou, Chair, Department of Physical Education and Kinesiology, Brock University, St. Catharines, Ontario, Canada, L2S 3A1. Email: nola.kentou@brocku.ca. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

■ **PHYSICAL EDUCATION & KINESIOLOGY** – University of Alberta. The Faculty of Physical Education and Recreation at the University of Alberta, Edmonton, Alberta, invites applications for two (2) tenure-track positions in the area of exercise physiology, sport science and/or sport therapy, at the rank of Assistant Professor. The successful start date is July 1, 2008. The successful candidates will possess a doctorate in the area of exercise physiology, sport science and/or sport therapy, and a minimum of five years of postdoctoral training is preferred, but not required. The successful candidates must demonstrate the ability and commitment to teaching at least three of the following areas: advanced conditioning methods, human anatomy, introductory anatomy and sports physiology, assessment of fitness and health, applied resistance to endurance training, and human motor control. The applicants should have a proven track record of scholarly research and publication. Areas of specialty may include exercise physiology and conditioning, neuromuscular physiology, sports therapy and sports medicine. The successful candidates will make significant contributions to graduate and undergraduate teaching and research, and will contribute to the citizenship/service of the Faculty and the University. Although clinical service may be a desirable element of these positions, it is not primary. The Faculty of Physical Education and Recreation serves approximately 940



Laurentian University
Université Laurentienne

SHARCNET RESEARCH CHAIR (AD #27)

The Department of Mathematics and Computer Science at Laurentian University invites applications for a probationary tenure-track faculty position as a SHARCNET Chair in Mathematical and Computational Materials Science to commence on July 1, 2008, subject to final budgetary approval.

The Chair will facilitate the development of new computation-based materials science research projects in collaboration with other members in the Faculty of Science and Engineering, especially in areas of relevance to mining, mineral sciences and products derived from mineral processing. These may include (but are not limited to) the mathematical modeling of material structures, interfaces, interfacial processes, and the mechanical properties of materials.

The proposed Chair is expected to possess experience in mathematical modeling, in the development of visualization techniques, and have expertise in computational aspects of materials science and/or engineering. The Chair will be expected to participate in the development of the proposed MSc in Computational Sciences and PhD in Materials Science programs, thus strengthening the collaboration potential between the Department of Mathematics and Computer Science and other departments of the Faculty of Science and Engineering. The Chair will likely be cross-appointed with at least one other department in the Faculty (Chemistry and Biochemistry, Physics, Engineering and Earth Sciences), depending on the background and academic interests of the individual. The successful candidate will show leadership and innovation in research and teaching.

Applicants are expected to have a PhD or equivalent, demonstrated excellence in research, and excellent teaching skills. Postdoctoral experience is an asset. The successful applicant will be expected to initiate and lead an independent research program, and participate in interdisciplinary research with material science group. The successful candidate will demonstrate excellence or promise of excellence in teaching and graduate supervision, and will be expected to develop a vigorous, externally-funded research program. Information about the faculty of science and engineering and areas of research can be found at the website: <http://scienceandengineering.laurentian.ca/>

The position of the SHARCNET Chair is funded for two years by SHARCNET, which has developed a network of high-performance computer clusters spanning 16 academic institutions in Ontario. Please see www.sharcnet.ca for more information.

In accordance with the University's policy on Bilingualism, Laurentian has a requirement of passive bilingualism (French/English) as a condition of tenure.

Laurentian University (LU) is located in Sudbury, an attractive modern city offering unique cultural, recreational, and educational opportunities. For further information see <http://www.sudburytourism.ca>

Candidates should forward a cover letter specifying the ad#, recent curriculum vitae, including a list of publications and a statement of research interests and teaching philosophy and also arrange for three letters of reference to be sent directly to the address below or emailed to asr@laurentian.ca. Review of completed applications will begin January 15, 2008. The position remains open until filled.

Harley d'Entremont
Laurentian University
Sudbury, Ontario
Canada P3E 2C6

Laurentian is committed to equity in employment and encourage applications from all qualified applicants, including women, aboriginal peoples, members of visible minorities and persons with disabilities. All qualified candidates are encouraged to apply, however Canadian citizens and permanent residents will be given priority.

LU faculty is part of the LUFA (Laurentian University Faculty Association), information and the Collective Agreement can be found at www.lufaplu.ca

Aboriginal Studies Tier II (Junior Chair)
Faculty of ArtsMEMORIAL
UNIVERSITY

Memorial University is the largest university in Atlantic Canada. As the province's only university, Memorial plays an integral role in the education and cultural life of Newfoundland and Labrador. Offering diverse undergraduate and graduate programs to nearly 18,000 students, Memorial provides a distinctive and stimulating environment for learning in St. John's, a safe, friendly city with great historic charm, a vibrant cultural life, and easy access to a wide range of outdoor activities. With over 170 regular faculty members in 15 academic departments and a wide variety of interdisciplinary major, minor and diploma programs, the Faculty of Arts offers breadth, depth and diversity. Counting over 3,500 registered students with declared majors or minors, and with strong graduate programs, the Faculty is committed to providing solid teaching and research support to new appointees. The Faculty of Arts houses, among other units, the Institute of Social and Economic Research (ISER), ISER Books and the CFI-funded Digital Research Centre for Qualitative Fieldwork. It is also home to outstanding archival collections, including the Maritime History Archive, the Folklore and Language Archive, and the Native Language Archive. Memorial's Queen Elizabeth II Library has excellent holdings with the most extensive collection of journals in the region. Please see <http://www.mun.ca/arts/>.

NOTE: All applications should quote the position number as listed.

Aboriginal Studies Tier II (Junior Chair)

POSITION: VPA-A200-2007-001

Memorial University of Newfoundland invites applications for a Tier II Canada Research Chair in Aboriginal Studies. The Aboriginal Studies CRC is an initial five year tenure-track appointment. The Chair may be renewed for an additional five year term. Rank will be commensurate with qualifications and experience. Candidates should be new scholars who have already distinguished themselves with outstanding research accomplishments in their area of expertise. Extensive experience with Aboriginal communities is desirable, and knowledge of an Aboriginal language would be an asset. While the successful candidate will be appointed to a department within the Faculty of Arts, s/he will be expected to promote interdisciplinary research and teaching, show leadership in the future development of Aboriginal Studies at the University, and work with the Labrador Institute to strengthen relationships between the University and Aboriginal communities in the province. For further information about the Labrador Institute, please visit www.mun.ca/labradorinstitute/. Applicants should submit a full curriculum vitae, a detailed statement of present and future research interests, copies of what they consider to be their three most important writings and a teaching dossier. Letters of application should be forwarded to: Dr. Reeta Tremblay, Dean, Faculty of Arts, Memorial University of Newfoundland, St. John's, NL, Canada; A1C 5S7. Phone: (709)737-8254; Fax: (709)737-2135; e-mail: deanarts@mun.ca. Applications will be considered up to and including February 1, 2008. Applicants should arrange three letters of reference to be forwarded to Dr. Reeta Tremblay by the February 1, 2008, deadline. Applicants can learn about the Faculty of Arts at www.mun.ca/arts/about or www.mun.ca. For more general information about CRC positions, please refer to www.chairs.gc.ca.

Memorial University is committed to employment equity and encourages applications from qualified women and men, visible minorities, aboriginal people and persons with disabilities. We are conducting an international search for this position, under the terms of the federal CRC program. All qualified candidates are encouraged to apply.

CAREERS CARRIÈRES

can expect to be contacted for an interview in early 2008. For further information, contact Dr. Tim Cooper at Tim.Cooper@uvic.ca, or phone (604) 504-7441, local 4456. Please direct curriculum vitae or resumes including evidence of appropriate qualifications, transcripts and reference letters, to: tim.cooper@uvic.ca. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. In an effort to be both environmentally and fiscally responsible, UVIC will contact only candidates receiving an interview. We thank all applicants for considering UVIC for employment. UVIC is committed to the principle of equity in employment.

PHYSICS – St. Francis Xavier University. The Physics Department, St. Francis Xavier University invites applications for a tenure-track faculty position subject to budgetary approval, preferably beginning August 1, 2008. Applicants will be considered for any field of experimental or theoretical physics. The department intends for this appointment to complement its present strengths and/or broaden the interests of the department. We seek candidates with an excellent research record and a strong commitment to undergraduate teaching. Applicants should have a PhD and some postdoctoral experience. The Physics Department is widely recognized for the high quality of both its research and teaching. All faculty are engaged in externally funded research programs, exploring innovative facilities, as well as being active members of international collaborations. Notable experimental facilities include a high power laser system used to study laser-assisted electron emission and electron-molecule collisions, and a closed cycle 9-Tesla superconducting magnet for condensed matter research. We operate a 450-processor computer cluster to support computational research in materials physics and biophysics. StFX is also one of the principal hosts of ACEnet, a \$25 million CF funded regional high performance computing consortium, that has significantly increased the scale of computing facilities available to all faculty. The University is primarily an undergraduate institution, but among the top ranked in Canada in this category. Candidates are invited to visit the department website at www.sfx.ca/academic/physics/ to learn more about the department. Located in northeastern Nova Scotia, Antigonish is a picturesque university town offering a high quality of living. Antigonish is the focal point of activity for a large portion of Nova Scotia, and is home to excellent educational and health care facilities, as well as a rich and diverse spectrum of cultural events. Recreational opportunities abound along Nova Scotia's spectacular coastline. Consideration of applications will begin on December 3, 2007, and will continue until the position is filled. All candidates should submit a detailed curriculum vitae, a statement of research and teaching interests, a copy of a representative research publication, and the names and contact information for three referees, to the address below. In accordance with Canadian Immigration requirements this advertisement is directed in the first instance to Canadian citizens and permanent residents. In the event that such a candidate is not identified as suitable, appropriately qualified non-Canadians will be considered, and are therefore welcome to apply. StFX University is committed to employment equity and invites applications from all qualified candidates, including women, aboriginal persons, members of visible minority groups, and persons with disabilities. Send documentation to: Dr. Barry Wellbank, Chair, Physics Department, St. Francis Xavier University, PO Box 5000, Antigonish, NS, B2G 2W5 or by e-mail to wellbank@stfx.ca.

PHYSICS & ASTRONOMY – University of Waterloo. The Department of Physics, University of Waterloo, invites applications for tenure-track positions at the Assistant, Associate, and Full Professor level in the one of the following areas: (i) quantum information physics, (ii) quantum gravity, including string theory, canonical quantization, black hole thermodynamics, non-commutative geometry, and other approaches; (iii) quantum information physics, including quantum computing, quantum algorithms, and quantum cryptography; (iv) astrophysics, including early universe and inflationary cosmology, standard model alternatives to dark matter and dark energy, gravitational lensing, and other approaches; (v) quantum information physics, including quantum computing, quantum algorithms, and quantum cryptography; (vi) astrophysics, including early universe and inflationary cosmology, standard model alternatives to dark matter and dark energy, gravitational lensing, and other approaches. All applicants must have a PhD degree, a record of exceptional research accomplishments and promise for excellence in teaching. Junior-level applicants must be able to demonstrate excellent potential for research. Salary range commensurate with qualifications and experience. Successful candidates will receive a curriculum vitae, selected reprints/preprints and the names of three references to the Chair of the hiring committee. Prof. David G. Semakula, Department of Physics, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1, Tel: (519) 888-4567, Ext. 36633; E-mail: physics@uwaterloo.ca. Applications will be considered at any time until the position is filled. We encourage applications from all nationalities. Further information about the Department can be found on our

web page <http://www.science.uwaterloo.ca/physics/>. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native people, and persons with disabilities.

PHYSICS & ASTRONOMY QUANTUM COMPUTING – University of Waterloo. Applications are being invited for one or more tenure-track faculty positions in the Institute for Quantum Computing (IQC) with the Department of Physics & Astronomy. The search is focused on experimental physicists with strong research accomplishments in the field of quantum information (although exceptional theorists will also be considered). The candidate will hold a position in the department and be cross-appointed to IQC, leading in teaching, research and a stipend. Responsibilities will include the supervision of graduate students, as well as some teaching at the undergraduate and graduate levels. Salary will depend on the candidate's qualifications. Effective date of appointment is negotiable. These appointments are subject to the availability of funds. All qualified candidates are encouraged to apply; however Canadian citizens and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native people and persons with disabilities. The University of Waterloo is host to the Institute for Quantum Computing (IQC), information about IQC personnel and activities can be found at <http://www.iqc.uwaterloo.ca/>. The IQC, at present, includes 14 faculty in quantum information from the Faculties of Engineering, Mathematics and Science. The Physics department, which is part of the Faculty of Science and has three groups in astrophysics, biophysics, condensed matter, optics, and quantum information. The candidates will also have the opportunity to interact with scientists at the nearby Perimeter Institute for Theoretical Physics, and UWS Centre for Applied Cryptographic Research. Interested candidates should send a curriculum vitae, selected reprints/preprints and the names of three references to the Chair of the hiring committee: Prof. David G. Semakula, Department of Physics, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1, Phone: (519) 888-4021; Fax: (519) 888-4567; E-mail: physics@uwaterloo.ca. The deadline for receiving applications is 15 December 2007 (late applications may be considered for any position remaining open). We encourage applications from all nationalities. Further information about the Department can be found on our

<http://www.phys.uwaterloo.ca/> invites applications for a tenure-track faculty position in observational astrophysics. We primarily seek candidates at the Assistant Professor level, but exceptional candidates at a more senior level will be considered. The successful candidate will contribute to the growth of observational astrophysics as an area of strength in the Department of Physics. Applicants must have a PhD, outstanding promise in research and be committed to teaching. The successful candidate will be expected to build a strong research program, supervise graduate students and teach physics and astrophysics at the undergraduate and graduate levels. The Department of Physics has approximately 40 faculty and 130 graduate students, with research interests in astrophysics, subatomic physics, condensed matter physics and geophysics. The astrophysics faculty consists of 13 members with research programs in relativistic astrophysics, x-ray astronomy, gravity, cosmology, plasma physics, and space physics. Departmental facilities include excellent technical staff (computing, electronics, machine shop) and high performance computing facilities. The Department is a member of the Government of Alberta and Canada provide exceptional opportunities for additional funding to establish new research programs at the University of Alberta. See <http://www.albertaingeniery.ca/>, www.ab.ca/sra, <http://www.albertaingeniery.ca/> for further information. The application should include a curriculum vitae, a research plan and a description of teaching experience and interests. The applicant must also arrange to have at least three confidential letters of reference sent to the address below on or before January 1, 2008. Consideration of applications will begin by that date and continue until the position is filled. The start date for this position is July 1, 2008. Interested applicants may apply to: Astrophysics Search & Selection Committee, Dr. John Beaman, Chair, Department of Physics, University of Alberta, Edmonton, Alberta, Canada, T6G 2G7; Email: astrophys@ualberta.ca; Fax Number: (780) 492-2222. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.

PHYSICS (EXPERIMENTAL ASTROPHYSICS) – University of Alberta. The Department of Physics, University of Alberta (<http://www.phys.ualberta.ca/>) invites applications for a tenure-track faculty position

in experimental astrophysics, as part of our expansion into the areas of direct detection of dark matter, searches for neutrinoless double beta decay, and measurement of neutrino oscillations and properties, by exploiting the new Sudbury Neutrino Observatory Laboratory (SNO-LAB). We primarily seek candidates at the Assistant Professor level, but exceptional candidates at a more senior level will be considered. Applicants must have a PhD in experimental astrophysics, particle physics or nuclear physics, outstanding promise in research, and be committed to teaching. The successful candidate will be expected to build a strong research program, supervise graduate students and teach at the undergraduate and graduate levels. The Department of Physics has approximately 40 faculty and 130 graduate students, with research interests in particle physics, astrophysics, condensed matter physics and geophysics. Our particle physics group includes members with research interests in astrophysical physics, astrophysics, particle and nuclear astrophysics and the standard model, and we are expanding in both experimental and theoretical particle physics. The Department has excellent electronics, machine shop and computational facilities and staff, and access to high performance computing facilities. The Department is a member of the Government of Alberta and Canada provide exceptional opportunities for additional funding to establish new research programs at the University of Alberta. See <http://www.albertaingeniery.ca/>, www.ab.ca/sra, <http://www.albertaingeniery.ca/> for further information. The application should include a curriculum vitae, a research plan and a description of teaching experience and interests. The applicant must also arrange to have at least three confidential letters of reference sent to the address below on or before January 1, 2008. Consideration of applications will begin by that date and continue until the position is filled. The start date for this position is July 1, 2008. Interested applicants may apply to: Particle Physics Search & Selection Committee, Dr. John Beaman, Chair, Department of Physics, University of Alberta, Edmonton, Alberta, Canada, T6G 2G7; Email: particlephys@ualberta.ca; Fax Number: (780) 492-2222. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.

PHYSICS (EXPERIMENTAL ASTROPHYSICS) – University of Alberta. The Department of Physics, University of Alberta (<http://www.phys.ualberta.ca/>) invites applications for a tenure-track faculty position

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POLITICAL SCIENCE – University of Windsor. The University of Windsor invites applications for a tenure-track faculty position in the Department of Political Science in the area of Canadian Politics at the rank of Assistant Professor commencing July 1, 2008. For a detailed position description visit <http://www.uwindsor.ca/facultypositions>. Contact: Dr. John Sutcliffe, Acting Head, Department of Political Science, University of Windsor, Windsor, Ontario N9B 3P4, Phone: (519) 253-3000, Ext. 2347; Fax: (519) 973-7094; E-mail: sutcliffe@uwindsor.ca. For information on the University of Windsor or the City of Windsor, contact Dr. Janice Diekhoff, Director, Faculty Recruitment at 877-665-6608 (Toll free) within North America, call collect outside of North America at 011-519-551-1432 or E-mail: recruitment@uwindsor.ca.

POLITICAL SCIENCE – McMaster University. The Department of Political Science invites applications for a full-time tenure-track position in Political Theory at the rank of Assistant Professor, commencing July 1, 2008. The successful candidate must have a program of research in political theory and be able to contribute both to the undergraduate and graduate programs. The appointee will be expected to carry out an independent research program yielding significant peer reviewed publications, complete successfully for external funding to support this research program, teach effectively in undergraduate courses in Political Science, and engage in effective teaching and supervision of master's students and contribute to the supervision of PhD students in the Department of Political Science. Further information on the Department of Political Science can be found at www.mcmaster.ca/polisci. Preference will be given to candidates with a completed PhD in Political Science or its equivalent, but candidates who are near completion may also be considered. All qualified candidates are encouraged to apply; however, Canadians citizens and permanent residents will be considered first for this position. The University of Windsor is committed to employment equity within its community, and to recruiting a diverse faculty

Gregg Centre Chair in Climate Change and Conflict

University of New Brunswick

The University of New Brunswick is pleased to announce the establishment of The Gregg Centre Chair in Climate Change and Conflict, an exciting new research position affiliated with UNB's Brigadier Milton E. Gregg, VC Centre for the Study of War and Society. The Gregg Centre builds on nearly four decades of expertise, which has made UNB one of the premier centres in Canada for the study of modern war. The Centre's new mandate is broad and interdisciplinary, encompassing the study of war as a complex social phenomenon. The Chair in Climate Change and Conflict is a centre piece of that expanded mandate. It is also reflective of the wide interests of the soldier, statesman and educator after whom the Gregg Centre is named. (For more on the Gregg Centre visit our website www.unb.ca/greggcentre.)

UNB is looking for a dynamic and innovative scholar to hold the Chair. Potential candidates include those currently active in the field of climate change and conflict; however, those with established scholarly records in related fields (especially in the social sciences) who are anxious to shift their research focus into this emerging and topical field are encouraged to apply. In addition to evidence of scholarly excellence and accomplishment, applicants are asked to provide a five year research proposal with appropriate budget. The successful candidate will pursue an active research and publishing agenda, supervise graduate students and teach one 3rd course per year in his/her field, and feel comfortable dealing with the media and exploiting the unique access to the Canadian Army provided by nearby CFB Gagetown. The Chair holder will be granted tenure, or placed in a tenure stream, and cross appointed to the appropriate academic department. The intent is to appoint at the senior assistant or associate professor level, but all established scholars interested in the position are encouraged to apply. Appointment is expected to take effect 1 July 2008.

Please send a CV, research plan and three letters of reference by 1 February 2008 to:

Dr. Marc Milner, Director
The Gregg Centre
University of New Brunswick
P.O. Box 4400
Fredericton, NB
E3B 5A3

For further information please contact Dr. Milner at 506-458-7428.

All qualified applicants are encouraged to apply; however, Canadian and permanent residents will be given priority. Applicants should indicate current citizenship status. The University of New Brunswick is committed to the principle of employment equity.

THE
GREGG
CENTRE
FOR THE STUDY OF WAR & SOCIETY
UNIVERSITY OF NEW BRUNSWICK



Dean, Faculty of Nursing

The University of Alberta invites applications and nominations for the position of Dean of the Faculty of Nursing, with the appointment to be effective July 2008.

The University of Alberta in Edmonton is one of the top 100 teaching and research universities in the world serving some 36,000 students with more than 11,000 faculty and staff. Founded almost a century ago, the University has an annual budget in excess of \$1 billion and attracts more than \$480 million in external research funding. The University offers close to 400 undergraduate and graduate programs in 18 faculties.

The Faculty of Nursing, University of Alberta, is the largest university nursing faculty in Canada. It serves the community by being a centre of excellence for the advancement, dissemination, and application of nursing knowledge. With more than 90 full-time teaching faculty, the Faculty offers a complete range of on-site and collaborative programs at the undergraduate and graduate levels to more than 1,500 baccalaureate and post-RN students and 250 Masters and PhD students.

The Faculty of Nursing has consistently been a leader in nursing education and research, having developed the first PhD in nursing in Canada, and, in collaboration with the University of Alberta's Faculté Saint-Jean, the first Bachelor of Science in Nursing Bilingual program in Western Canada. The Faculty of Nursing is organized into four broad research areas that integrate Research, Teaching and Citizenship (RTC). The four substantive areas are: Chronicity; Health Equity; Health Systems and Nursing Philosophy; and Pedagogy and History. There are currently four Canada Research Chairs and two planned endowed research chairs in the Faculty. Faculty members have received a number of major personnel awards from the Alberta Heritage Foundation for Medical Research (AHFMR) and from the Canadian Institutes of Health Research (CIHR). The Faculty is home to a number of programs and institutes such as: Knowledge Utilization Studies Program; International Institute for Qualitative Methodology; and Women's Health Research Unit.

The Faculty of Nursing has a major international presence. The International Nursing Office (INO) provides a supporting infrastructure for faculty, students, international visitors,

and the Pan American Health Organization/World Health Organization (PAHO/WHO) Collaborating Centre on Nursing and Mental Health. The Office promotes capacity building in students and faculty through leadership in globally-minded nursing education, research, and service. The INO facilitates international collaborative activities through 11 agreements with universities in Brazil, Thailand, the UK, Australia, Chile, Hong Kong, China, Ghana and the USA. Its activities demonstrate commitment to a social transformative approach for promoting global citizenship.

The Dean of Nursing is a member of the Health Sciences Council, which promotes interdisciplinary research and interprofessional education, and comprises representation from the eight faculties that offer health sciences professional education at the University of Alberta, as well as the Capital Health Region and the Office of the Vice-President (Research). The Faculty of Nursing collaborates closely with the Capital Health Region and other partners in one of the premier academic health sciences complexes in Canada.

The Dean is responsible to the Provost and Vice-President (Academic) for the supervision and administration of all activities of the Faculty, including the budget. Candidates should possess wide-ranging expertise and skills, including proven leadership and administrative abilities, strong academic qualifications, a demonstrated record of achievement in teaching and research, and experience in, or an understanding of, the importance of fund raising and external relations. It is expected that candidates will have an earned doctorate and be eligible for registration with the College and Association of Registered Nurses of Alberta (CARNA).

The review of applications will begin in December 2007. Documentation including a letter of introduction, curriculum vitae, and the names of five references (who will not be contacted without consent of the applicant) should be submitted in confidence to the contact below.

Interested applicants may apply to:

Laverne Smith & Associates Inc.
1 Yonge Street, Suite 1801
Toronto, Ontario, Canada M5E 1W7
Email: uofanursing@lavernesmith.com

The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.

Laverne Smith & Associates Inc.



www.lavernesmith.com

CAREERS CARRIÈRES



McGill

Director, Division of Maternal Fetal Medicine Director, Division of Obstetrics Department of Obstetrics & Gynecology

The Department of Obstetrics and Gynecology of the Faculty of Medicine at McGill University and of the McGill University Health Centre (MUHC) is seeking applications for the positions of Director of Maternal Fetal Medicine and Director of Obstetrics. These are university hospital supported academic positions at the Associate or Full Professor level.

McGill is Canada's leading research university with an international reputation for outstanding students and faculty, scholarly achievement and scientific discovery. The MUHC is affiliated with the Faculty of Medicine at McGill University and is a comprehensive academic health institution with an international reputation for excellence in clinical programs, research and teaching. The MUHC Research Institute supports over 500 researchers, 1000 graduate and post-doctoral students and operates more than 300 laboratories and receives approximately \$100 million in research funding every year.

The Department of Obstetrics and Gynecology has 30 attending staff members and is comprised of the Divisions of Obstetrics, Gynecology, Maternal Fetal Medicine, Gynecologic Oncology, Reproductive Endocrinology and Infertility (REI) and Research. The Department has a fully accredited residency program as well as fellowship programs in Maternal-Fetal Medicine, Gynecologic Oncology and REI, and is the only Department of Obstetrics and Gynecology in Canada to hold four endowed chairs. As a tertiary-care facility, the Department provides highly specialized, multidisciplinary clinics for multiple pregnancy, hematology/thrombotic disorders in pregnancy, pregnancy loss and poor outcome in pregnancy, renal disorders in pregnancy and diabetes in pregnancy, as well as psychiatric counseling and general fetal testing.

The Candidates

We are looking for dynamic, forward-thinking individuals who have proven leadership, administrative and interpersonal skills and who have strong academic backgrounds with demonstrated clinical, research and educational achievements. Substantial start-up funds are available to support the development of externally funded research programs.

Applicants must be MD's eligible to practice in Quebec, with certification in Obstetrics and Gynecology. Preference will be given to those candidates who have completed sub-specialist fellowship training in Maternal Fetal Medicine.

In accordance with Canadian immigration requirements, this position is offered in the first instance to Canadian citizens and permanent residents of Canada. McGill University and the McGill University Health Centre are committed to equity in employment.

Those interested should submit a letter describing their clinical experience, research interests, a curriculum vitae and the names of three references to:

Dr. Seang Lin Tan
James Edmund Dodds Professor and
Chairman
Department of Obstetrics and
Gynecology
McGill University
Royal Victoria Hospital
687 Pine Avenue West
Montreal, Quebec, Canada, H3A 1A1
Fax: (514) 843-1678 E-mail:
seanglin.tan@mcgill.ca

www.mcgill.ca

and staff. The University encourages applications from all qualified candidates, including women, members of visible minorities, Aboriginal persons, members of sexual minorities, and persons with disabilities. Applications including a curriculum vitae, a representative sample of academic writing, three letters of reference (may be sent directly by referees) and teaching dossier including teaching evaluations, outlines for a graduate level political theory course and an undergraduate political science course should be sent to: Dr. Robert O'Brien, Chair, McMaster University, Department of Political Science, 1280 Main Street West, Hamilton, ON, L8S 4M4, Canada. The closing date for applications is Friday, January 4th, 2008.

■ POLITICAL SCIENCE – University of Guelph. The University of Guelph invites applications for a tenure track appointment in International Development Studies to be located in the Department of Sociology and Anthropology or the Department of Political Science. The appointment will commence July 1, 2008. The successful candidate will have conducted field research in the area of economic development in one or more countries and will have publications in internationally recognized academic journals. The ideal candidate will have at least an undergraduate specialization in Economics and a PhD in anthropology, political science, sociology or a related discipline. A regional specialization in Africa, Asia or Latin America is preferred. The candidate should have a strong commitment to excellence in teaching and will contribute to the undergraduate and graduate programs in International Development Studies at Guelph as well as to either Sociology/Anthropology or to Political Science. Involvement and application should be directed to the Associate Dean of Social and Applied Human Science, Secretary to the Selection Committee. All applicants must submit a statement of interest, curriculum vitae, sample course evaluations, and arrange for three letters of reference to be sent directly (in confidence) to the attention of the Secretary to the Associate Dean no later than January 15, 2008 to: Sandra Bremner, Secretary to the Associate Dean, College of Social and Applied Human Science, Room 108, Macdonald Institute, University of Guelph, Guelph, Ontario, N1G 2W1E; e-mail: sbremner@uoguelph.ca; Fax: 766-6797; Website: <http://www.cshs.uoguelph.ca>. The University of Guelph is committed to an employment equity program that includes special measures to achieve diversity among its faculty and staff. We therefore particularly encourage applications from qualified Aboriginal Canadians, persons with disabilities, members of visible minorities and women.

■ PSYCHOLOGY – Sir Wilfrid Grenfell College. Please see our display in the issue for details.

■ PSYCHOLOGY – University of Waterloo. The Department of Psychology at the University of Waterloo invites applications for a Tier 2 Canada Research Chair (CRC) in Developmental Psychology, with a focus in any field of research eligible for funding by the Canadian Institutes of Health Research (CIHR). Applications are invited for this tenure-track position at the Assistant to Associate level. The CRC program was established by the Canadian government to foster excellence in Canadian academic research. Tier 2 chairs are for researchers whose peers acknowledge them as having the potential to be world leaders in their field. Information about these chairs is available at: www.chairs.ca. The successful candidate must have a PhD in Developmental Psychology or related area. The successful candidate will be expected to maintain an active research program and to supervise graduate and undergraduate students. For information regarding the department and the Waterloo region see www.psychology.uwaterloo.ca and www.region.uwaterloo.ca. The anticipated start date for the position is July 1, 2008. Review of applications will begin on Oct. 31, 2007 and we will continue to consider applications until the position is filled. Applicants are encouraged to submit a curriculum vitae, a statement of research and teaching interests, reprints or preprints of recent papers, and arrange for three confidential letters of reference to be sent to: Developmental Search Committee, Department of Psychology, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1. Any questions regarding this position can be directed to Dr. Or Friedman at ofriedman@uwaterloo.ca or (519) 884-4567 ext. 33054. The University of Waterloo is committed to an employment equity program that includes special measures to achieve diversity among its faculty and staff. We therefore encourage applications from qualified individuals, including women, members of visible minorities, native people, and persons with disabilities. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

■ PSYCHOLOGY – University of Guelph. The Department of Psychology at the University of Guelph invites applications for a tenure-track position in Industrial/Organizational Psychology to begin July 1, 2008. The position is open in terms of rank with a preference for a mid-career scholar who could be appointed at the Associate Professor level or higher. The appointee will have a PhD from a recognized program in I/O Psychology or possess equivalent training. The successful candidate should have a well-established research program as evidenced by strong peer-reviewed publications and grant funding. All

candidates with expertise in Industrial/Organizational Psychology will be considered, although preference will be given to candidates with a research focus on Industrial Psychology (e.g., job analysis, recruitment, selection, performance appraisal, training, compensation). Consulting experience is an asset. The successful candidate should be willing to teach and supervise students at both the graduate and undergraduate levels. Applications should include a curriculum vitae, a statement of research and teaching interests, a summary of relevant applied experience, and preprints/copyrights. Three letters of recommendation must support the application. All application materials should be submitted by January 15, 2008. The search will continue until a suitable candidate is found. Submit applications to: Harvey H. C. Marshall, Chair, Department of Psychology, University of Guelph, Guelph, Ontario, Canada, N1G 2W1. More information about the Department can be found at www.psychology.uoguelph.ca and about the Industrial/Organizational Area at: <http://www.researchpracticeuoguelph.ca/>. The Industrial/Organizational Psychology program at the University of Guelph is one of the strongest programs of its kind in Canada. With a large graduate program and a strong reputation for research and practice, the position provides an excellent opportunity for you to take your academic career to the next level. We are interested in candidates who want to take a leadership role in shaping the future of I/O Psychology at Guelph. All qualified candidates are encouraged to apply; however, Canadian and permanent residents will be given priority. The University of Guelph is committed to an employment equity program that includes special measures to achieve diversity among its faculty and staff. We therefore encourage applications from qualified individuals, including women, members of visible minorities and persons with disabilities. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

■ PSYCHOLOGY – University of Victoria. The University of Victoria invites applications for a senior-level endowed research chair in human adult development and aging. The appointment will be in the Department of Psychology with affiliation to the University's multidisciplinary Centre on Aging. Starting date is negotiable but may commence as early as July, 2008. Applicants should have established an international reputation for a program of research addressing cutting edge issues in the field. Quality of the work is more important than a specific topic of investigation. Interest and expertise in longitudinal methods and experience in collaborative research are desirable. Evidence of teaching excellence is a selection criterion. The successful candidate will be expected to bring and maintain

Dean of Students

Brandon University is a leader in providing high quality education to over 3,000 full- and part-time students in arts, sciences, education, music, and health studies. Based in southwestern Manitoba, Brandon University also offers preprofessional and Masters programs, as well as innovative and award-winning outreach programs in a personalized learning environment.

Brandon University announces its search for the position of Dean of Students. Reporting to the Vice-President (Academic and Research) this is a key leadership position within the University. Reflecting Brandon University's mission and identity, we are seeking individuals who are committed to supporting and sustaining excellence in undergraduate and graduate education. The successful candidate will provide creative administrative leadership and support to student services. As a member of the Dean's Council and the President's Advisory Group, the Dean of Students will work closely with other members of the administrative and registrarial teams to enhance student success.

The Dean of Students is responsible for leadership in all areas of student services, including but not limited to: advising and counseling, learning skills, disability services, student recruitment and first-year experience initiatives, residence programs, career planning and placement, and international students. We are seeking a student services professional with strong evidence of success in at least one of the above areas and demonstrated administrative experience at the post-secondary level.

We seek individuals with the following qualifications:

Doctoral level preparation preferred, exceptional Master's prepared candidates will also be fully considered; a record of student services experience at the post-secondary level appropriate for a tenured (permanent) appointment within Student Services; demonstrated administrative leadership accompanied by a strong vision for strengthening and renewing student services functions in the context of primarily undergraduate universities; and excellent interpersonal, organizational and conflict resolution skills.

Application Deadline: Feb. 01, 2008. Start Date: August 01, 2008 or upon availability of successful candidate. Salary and rank will be commensurate with qualifications and experience. This is a five-year renewable appointment. Applications and nominations should be accompanied by a detailed curriculum vitae and the names of at least three references and should be submitted in confidence prior to Feb. 01, 2008 (or until the position is filled).

Short-listed candidates will be expected to provide credentials at time of interview.

In accordance with Canadian Immigration Regulations, this advertisement is directed primarily to Canadian citizens and permanent residents. Both women and men are encouraged to apply.

BRANDON UNIVERSITY

Founded 1899

"Something Special"

Contact:

Dr. Scott Grills
Vice-President
(Academic & Research)
Brandon University
270-18th Street
Brandon, Manitoba
Canada R7A 6A9

Fax (204) 728-7340
E-mail: vp_ar@brandonu.ca

For more information visit:
www.brandonu.ca



UNIVERSITY OF REGINA

LEAD AND INSPIRE (and have a life)

The University of Regina is a comprehensive university with a national reputation for excellence in teaching and research, attracting the best and brightest minds and preparing them to excel in the global community. The campus - in the heart of one of North America's largest urban parks - is in a striking natural setting, energized by its students, faculty, staff and alumni. It is the ideal place for you to make a difference as the University's...

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You are a collaborative, inclusive leader, able to engage and inspire a talented, motivated University community. You will promote the University - locally, nationally and internationally - and demonstrate progress while building on multiple strategic partnerships and alliances. As a key contributor to the vibrant and supportive city of Regina, you will ensure that the University continues to build on its vital role in the broader community.

You bring strategic vision and the skills to make things happen through your demonstrated success in a significant leadership role at a nationally recognized academic institution. You believe in people and are able to communicate effectively with students, faculty, staff, alumni and countless other university constituents. You are recognized for what you do and respected for the way you do it. Please visit www.uregina.ca to learn more about the University of Regina. All qualified candidates are encouraged to apply; however, Canadian and permanent residents will be given priority. Applicants who are members of diversity groups are encouraged to self-identify in their cover letter or resume. Please indicate your interest in Project 8728 through the "For Candidates" section of www.caldwell.ca or by email to vancouver@caldwell.ca.

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a superior program of research (as evidenced by publications and external grant support) and to play a leadership role in facilitating world-class research within the Department and the University. The reduced teaching load accompanies the role, the appointee also will be expected to contribute to the University's teaching mission at the senior undergraduate and graduate levels. The University of Waterloo is a rich setting for the study of Adult Development and Aging. This exceptional position offers the opportunity for an outstanding individual to join a Psychology Department (www.uwaterloo.ca/psych) that has a history of strength in lifespan developmental research. The Department also has strong research clusters in cognition and brain sciences, social psychology, and clinical psychology. In addition, the Centre on Aging (www.coag.uwaterloo.ca) is one of the premier multidisciplinary research centres in Canada with participation from multiple departments (e.g., anthropology, geography, nursing, physical education, psychology, sociology). The center affords the individual unique opportunities to further their research through collaborations both within and outside the Department (e.g., seniors' organizations, hospitals, service agencies) of the university. The University of Waterloo is located in a beautiful area of Southern Ontario, just west of the Great Lakes. The city of Waterloo is a vibrant, cosmopolitan city with a rich cultural life. It is a "destination" city boasting a mix of historic and modern architecture, including the historic downtown, beautiful lakes and mountains, year-round outdoor activities, and a wide range of cultural opportunities. To apply, send (1) a letter of application, including a statement of research interests, accomplishments, and plans, specifically documenting how these fit with the strengths of the Department of Psychology and the Centre on Aging. In addition, the letter should note your teaching abilities, experience, and research interests. Curriculum vitae (including citizenship status), (3) copies of selected and relevant scholarly publications, and available evidence of teaching effectiveness (e.g., student evaluations) should be submitted. The reference will be requested at a subsequent date. Send materials to: Peter Keller, Dean of Social and Behavioral Sciences, University of Waterloo, PO Box 3050 STN CSC, Victoria, BC, V8W 3P5, Canada. Telephone: 250-721-5058; E-mail: scosfor@uwaterloo.ca; Web: www.uwaterloo.ca/psych. All qualified individuals are encouraged to apply. However, in accordance with Canadian immigration requirements, Canadian and permanent residents will be given priority.

■ **PSYCHOLOGY** – McGill University. Department of Educational & Counseling Psychology, Faculty of Education. http://www.mcgill.ca/edu/esp/. Two (2) tenure-track positions in Counseling Psychology, starting September 2008 at the assistant, associate or full professor level. Special consideration will be given to applicants with teaching expertise in areas such as self-regulatory assessment, testing or career/vocational psychology although candidates with expertise in other areas are also encouraged to apply. Applicants should have a strong record of research productivity and funding, a commitment to quality teaching and supervision, and license eligibility in Quebec. Applicants should send a curriculum vitae, copies of recent publications, a statement of current and prospective research interests, and a statement of teaching experience and interests and arrange to have at least three letters of reference sent to Dr. Susanne Lajoie, Department of Educational and Counseling Psychology, McGill University, 3700 McTavish, Montreal, Quebec, Canada, H3A 1Y2, 514-398-1241 or susanne.lajoie@mcgill.ca. Evaluation of dossiers will commence December 15th and continue until the positions are filled. McGill University is committed to equity in employment. All qualified individuals are encouraged to apply. Canadian citizens and permanent residents of Canada will be given priority.

■ **PSYCHOLOGY** – Brescia University College. Brescia University College invites applications for a tenure-track position at the rank of Assistant Professor in Psychology. The preferred candidate will have a PhD in Psychology, proven ability and commitment to excellence in teaching at the university, and potential for a strong research program that can involve undergraduate students. Particular area of specialty with research interests in the areas of clinical or abnormal Psychology and/or the ability to offer undergraduate courses in statistics or methodology is an asset. Brescia University College is a Catholic university college for women affiliated with the University of Western Ontario at London, Ontario, offering instruction to both men and women. Brescia University College is committed to the principles of employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people and persons with disabilities; however, Canadians and permanent residents will be given priority. This position is subject to budgetary approval. Applicants should submit by mail a letter of application, a curriculum vitae (and request three letters of reference to be sent directly) to Dr. Lorna Bowman, Academic Dean, Brescia University College, 1285 Western Road, London, Ontario, N6G 1H2. The deadline for receipt of applications is December 21, 2007 or until the position is filled.

■ **PSYCHOLOGY** – Grant MacEwan College. The Department of Psychology in the Faculty of Arts and Science at Grant MacEwan College invites applications for a full-time continuing position in Psychology commencing July 1, 2008. The candidate must have a PhD (or solid indication towards completion), and must demonstrate excel-

lence of clear promise of excellence in teaching. A commitment to research and to the supervision of honours students is expected. We are seeking applicants with specialization in either cognitive, developmental, or health psychology; however, applicants with expertise in other substantive areas will also be considered. Applicants should submit a curriculum vitae, recent teaching evaluations, a statement of teaching interests and experience, a statement of research interests, samples of research productivity, and graduate transcripts. Applicants should also arrange for three letters of reference to be submitted under separate cover. Quota Competition No. 0710 238. Send all application materials, including reference letters to: Human Resources Department, Grant MacEwan College, City Centre Campus, 7-105, 10700 104 Ave., Edmonton, AB, T5J 4S2, Phone: (780) 497-5434, Fax: (780) 497-5430, E-mail: careers@macewan.ca. For further information, contact the department chair, Dr. Russ Powell, at rpowell@macewan.ca or (780) 497-5321 or visit http://www.macewan.ca/web/artsci/faculty_artsci. All qualified candidates are encouraged to apply, however, Canadian and permanent residents will be given priority. Consideration of applications will commence December 15, 2007 and continue until the position is filled. For further information about this employment opportunity, please refer to our website at www.macewan.ca/faculty. ■ **PSYCHOLOGY** – University of Victoria. The Department of Psychology, University of Victoria, invites applications for a Tier 2 Canada Research Chair in the area of neuroscience to begin July 1st, 2008, at the level of Assistant or Associate Professor. Tier 2 Chairs were created for excellent emerging scholars, acknowledged by their peers as having the potential to lead their fields of study. Each CRC appointment is accompanied by funds to support the Chair holder's research. Tier 2 CRC appointments are normally made at the tenure-track Assistant Professor level. Exceptional candidates may be appointed at a more senior level but normally candidates must have received a doctorate within the past 10 years. Any successful applicant will hold a regular position within the Department of Psychology with eligibility for tenure. In accordance with the regulations governing Canada Research Chairs, the best qualified candidate will be selected regardless of citizenship or immigration status. Chair nominations are adjudicated by a peer review administered by the CRC secretariat and appointments are conditional on approval by the secretariat. General information about CRCs may be found at www.chairs.gc.ca. The Department of Psychology seeks candidates who have a strong

background and training in cognitive applications of electrophysiological methods and event-related potentials (ERP) and demonstrated experience with computational modeling and functional magnetic resonance imaging (fMRI). The successful candidate will play a key role in the continued development of the department's Brain and Cognition Laboratory. The candidate's research interests will add to the existing strengths of the department, which include the study of visual cognition, learning, memory, language, and aging. Duties include the maintenance of a successful program of research (as evidenced by publications and external grant support), teaching at the undergraduate and graduate levels, and contributing to the collegiality, reputation, and day-to-day operation of the Department and the University (e.g., collaborative research, curriculum development, and committee service). Applicants must have a PhD in cognitive psychology, cognitive neuroscience, or neuroscience and be eligible for an appointment as a Tier 2 Canada Research Chair (visit www.chairs.gc.ca/program/nominate.asp for details). To apply, send a letter of application, a curriculum vitae, a statement of research interests and accomplishments, a statement of teaching philosophy, copies of publications, evidence of teaching experience, and three confidential letters of recommendation to: Michael Masson, CRC Search Committee, Department of Psychology, University of Victoria, PO Box 3050 STN CSC, Victoria, BC, V8W 3P5, Canada. Telephone: 250-721-7588; E-mail: mmasson@uvic.ca; Web: www.chairs.gc.ca/web/program/nominate.asp. The deadline for applications is February 29, 2008, but applications will be reviewed until the position is filled. The University of Victoria is an equity employer and encourages applications from women, persons with disabilities, visible minorities, Aboriginal Peoples, people of all sexual orientations and genders, and others who may contribute to the further diversification of the University.

■ **PSYCHOLOGY (DEVELOPMENTAL)** – University of Waterloo. The Department of Psychology at the University of Waterloo invites applications for a tenure-track assistant to full position in Developmental Psychology. We are interested in applicants from all areas of developmental psychology. The successful candidate must have a PhD in Developmental Psychology or related area. The successful candidate will be expected to maintain an active research program and to supervise graduate and undergraduate students. For information regarding the department and Waterloo region, see www.psychology.uwaterloo.ca and www.research.uwaterloo.ca. The anticipated start date for the position is July 1, 2008. Review applications will begin on

Oct. 31, 2007 and we will continue to consider applications until the position is filled. Applicants should submit a curriculum vitae, a statement of research and teaching interests, reports or preprints of recent papers, and arrange for three confidential letters of reference to be sent to: Developmental Search Committee, Department of Psychology, University of Waterloo, Waterloo, Ontario, Canada N2L 3G1. Any questions regarding this position can be directed to Dr. Friedman at friedman@uwaterloo.ca or (519) 888-4567 ext. 33054. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native people, and persons with disabilities. All qualified candidates are encouraged to apply, however, Canadians and permanent residents will be given priority. ■ **PSYCHOLOGY (INDUSTRIAL/ORGANIZATIONAL)** – University of Waterloo. The Department of Psychology at the University of Waterloo invites applications for a tenure-track position at the Assistant to Full Professor level in Industrial/Organizational Psychology. The successful candidate must have a PhD in I/O Psychology or equivalent field (e.g., Organizational Behavior) and a demonstrated record of published research. Candidates with expertise in either Personnel or Organizational Psychology will be considered. Responsibilities will include undergraduate and graduate teaching, graduate student supervision, and the oversight of an ongoing research program. The I/O Psychology graduate program is under future expansion and another faculty position is expected in the near future. Information about the I/O program and the Department of Psychology can be found at http://www.psychology.uwaterloo.ca. The anticipated start date for the position is July 1, 2008. Review of applications will begin on October 31, 2007 and will continue until the position is filled. Applicants should submit a curriculum vitae, a statement of research and teaching interests, reports or preprints of recent papers, and arrange for three confidential letters of reference to be sent to: I/O Psychology Search Committee, Department of Psychology, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native people, and persons with disabilities. All qualified candidates are encouraged to apply, however, Canadians and permanent residents will be given priority. ■ **PSYCHOLOGY (SOCIAL)** – University of Waterloo. The Department of Psychology at the University of Waterloo invites applications for a tenure-track position at the Assistant to Full Professor level. The area of social psychology is open. Information about the department and the Social Psychology Division can be found at http://www.psychology.uwaterloo.ca. The anticipated starting date is July 1, 2008. Applications will be accepted until January 15, 2008 although this deadline may be extended. Applicants should submit a curriculum vitae, statement of teaching and research interests, reports or preprints of recent papers, and arrange for three letters of reference to be sent to: The Social Psychology Search Committee, Department of Psychology, University of Waterloo, 200 University Avenue West, Waterloo, Ontario, Canada, N2L 3G1. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native people, and persons with disabilities. All qualified candidates are encouraged to apply, however, Canadians and permanent residents will be given priority. ■ **PURE MATHEMATICS** – University of Waterloo. Applications are being accepted for the Brookfield Research Instructorship beginning July 1, 2008, for a duration of two years, renewable for a third year subject to mutual agreement between the candidate and the Department. The successful candidate must have a PhD in Mathematics and an active developing research program in one of the areas of departmental activity: functional analysis, geometry and topology, algebra and logic, or number theory. Duties include research and teaching five semester-long courses (12 weeks) over a three year period. Salary range commensurate with qualifications and experience. The closing date for applications is December 15, 2007. Send curriculum vitae plus a description of research interests and accomplishments, and arrange for three letters of reference to be sent to: Professor Frank Zoritto, Chair, Department of Pure Mathematics, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1. All qualified individuals are encouraged to apply, however, Canadians and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native people, and persons with disabilities. This appointment is subject to the availability of funds. For further information, please see http://www.math.uwaterloo.ca/PMD/Post/obs/brookfield.pdf.

■ **PURE MATHEMATICS (GEOMETRY & TOPOLOGY)** – University of Waterloo. Applications are being accepted for a tenure-track position at the Assistant Professor level in Pure Mathematics beginning July 1, 2008. The successful candidate must have a PhD in pure mathematics and an active developing research program in one of the areas of departmental activity: functional analysis, geometry and topology, algebra and logic, or number theory. Duties include research and teaching five semester-long courses (12 weeks) over a three year period. Salary range commensurate with qualifications and experience. The closing date for applications is December 15, 2007. Send curriculum vitae plus a description of research interests and accomplishments, and arrange for three letters of reference to be sent to: Professor Frank Zoritto, Chair, Department of Pure Mathematics, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1. All qualified individuals are encouraged to apply, however, Canadians and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native people, and persons with disabilities. This appointment is subject to the availability of funds. For further information, please see http://www.math.uwaterloo.ca/PMD/Post/obs/brookfield.pdf.

■ **PURE MATHEMATICS (ALGEBRA & LOGIC)** – University of Waterloo. Applications are being accepted for a tenure-track position at the Assistant Professor level in Pure Mathematics beginning July 1, 2008. The successful candidate must have a PhD in pure mathematics and an active developing research program in one of the areas of departmental activity: functional analysis, geometry and topology, algebra and logic, or number theory. Duties include research and teaching five semester-long courses (12 weeks) over a three year period. Salary range commensurate with qualifications and experience. The closing date for applications is December 15, 2007. Send curriculum vitae plus a description of research interests and accomplishments, and arrange for three letters of reference to be sent to: Professor Frank Zoritto, Chair, Department of Pure Mathematics, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1. All qualified individuals are encouraged to apply, however, Canadians and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native people, and persons with disabilities. This appointment is subject to the availability of funds. For further information, please see http://www.math.uwaterloo.ca/PMD/Post/obs/brookfield.pdf.

■ **PURE MATHEMATICS (NUMBER THEORY)** – University of Waterloo. Applications are being accepted for a tenure-track position at the Assistant Professor level in Pure Mathematics beginning July 1, 2008. The successful candidate must have a PhD in pure mathematics and an active developing research program in one of the areas of departmental activity: functional analysis, geometry and topology, algebra and logic, or number theory. Duties include research and teaching five semester-long courses (12 weeks) over a three year period. Salary range commensurate with qualifications and experience. The closing date for applications is December 15, 2007. Send curriculum vitae plus a description of research interests and accomplishments, and arrange for three letters of reference to be sent to: Professor Frank Zoritto, Chair, Department of Pure Mathematics, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1. All qualified individuals are encouraged to apply, however, Canadians and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native people, and persons with disabilities. This appointment is subject to the availability of funds. For further information, please see http://www.math.uwaterloo.ca/PMD/Post/obs/brookfield.pdf.

ing research program with an emphasis on algebra and its applications, particularly in geometry and topology. Duties include research, teaching at the undergraduate and graduate level, and supervising graduate students. The successful candidate will be expected to apply for external research funding through NSERC or other agencies. If the successful candidate is a Canadian woman or an aboriginal person she or he will be expected to apply for a University Faculty Award through NSERC at the earliest opportunity. Salary range commensurate with qualifications and experience. The closing date of application is December 15, 2007. Send curriculum vitae and arrange for three letters of reference to be sent to: Professor Frank Zoritto, Chair, Department of Pure Mathematics, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1. E-mail: puremath@uwaterloo.ca. All qualified individuals are encouraged to apply, however, Canadians and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native people, and persons with disabilities. This appointment is subject to the availability of funds.

■ **QUANTUM COMPUTING** – University of Waterloo. The Faculty of Mathematics at the University of Waterloo and the Institute for Quantum Computing, http://www.iqc.ca, at the University of Waterloo invite applications for one or more tenure or tenure-track faculty positions in the area of quantum information. In addition to a faculty appointment in a department or school within the Faculty, the candidate will receive a teaching reduction and an additional stipend for a period of 5 years, with the possibility of renewal. A Ph.D. and significant evidence of excellence in research and the potential for effective teaching are required. Responsibilities will include the supervision of graduate students, as well as some teaching at the undergraduate and graduate levels. Salary will depend on the candidate's qualifications. Effective date of appointment: July 1, 2008. These appointments are subject to the availability of funds. All qualified candidates are encouraged to apply in accordance with immigration requirements. Canadian citizens and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native people, and persons with disabilities. This appointment is subject to the availability of funds. For further information, please see http://www.math.uwaterloo.ca/iqc/positions/quantumcomputing.htm.

■ **QUANTUM COMPUTING (THEORY)** – University of Waterloo. The Faculty of Mathematics at the University of Waterloo and the Institute for Quantum Computing, http://www.iqc.ca, at the University of Waterloo invite applications for one or more tenure or tenure-track faculty positions in the area of quantum information. In addition to a faculty appointment in a department or school within the Faculty, the candidate will receive a teaching reduction and an additional stipend for a period of 5 years, with the possibility of renewal. A Ph.D. and significant evidence of excellence in research and the potential for effective teaching are required. Responsibilities will include the supervision of graduate students, as well as some teaching at the undergraduate and graduate levels. Salary will depend on the candidate's qualifications. Effective date of appointment: July 1, 2008. These appointments are subject to the availability of funds. All qualified candidates are encouraged to apply in accordance with immigration requirements. Canadian citizens and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native people, and persons with disabilities. This appointment is subject to the availability of funds. For further information, please see http://www.math.uwaterloo.ca/iqc/positions/quantumcomputing.htm.

■ **QUANTUM COMPUTING (EXPERIMENTAL)** – University of Waterloo. The Faculty of Mathematics at the University of Waterloo and the Institute for Quantum Computing, http://www.iqc.ca, at the University of Waterloo invite applications for one or more tenure or tenure-track faculty positions in the area of quantum information. In addition to a faculty appointment in a department or school within the Faculty, the candidate will receive a teaching reduction and an additional stipend for a period of 5 years, with the possibility of renewal. A Ph.D. and significant evidence of excellence in research and the potential for effective teaching are required. Responsibilities will include the supervision of graduate students, as well as some teaching at the undergraduate and graduate levels. Salary will depend on the candidate's qualifications. Effective date of appointment: July 1, 2008. These appointments are subject to the availability of funds. All qualified candidates are encouraged to apply in accordance with immigration requirements. Canadian citizens and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native people, and persons with disabilities. This appointment is subject to the availability of funds. For further information, please see http://www.math.uwaterloo.ca/iqc/positions/quantumcomputing.htm.

■ **QUANTUM COMPUTING (THEORY)** – University of Waterloo. The Faculty of Mathematics at the University of Waterloo and the Institute for Quantum Computing, http://www.iqc.ca, at the University of Waterloo invite applications for one or more tenure or tenure-track faculty positions in the area of quantum information. In addition to a faculty appointment in a department or school within the Faculty, the candidate will receive a teaching reduction and an additional stipend for a period of 5 years, with the possibility of renewal. A Ph.D. and significant evidence of excellence in research and the potential for effective teaching are required. Responsibilities will include the supervision of graduate students, as well as some teaching at the undergraduate and graduate levels. Salary will depend on the candidate's qualifications. Effective date of appointment: July 1, 2008. These appointments are subject to the availability of funds. All qualified candidates are encouraged to apply in accordance with immigration requirements. Canadian citizens and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native people, and persons with disabilities. This appointment is subject to the availability of funds. For further information, please see http://www.math.uwaterloo.ca/iqc/positions/quantumcomputing.htm.



Dean, College of Agriculture and Bioresources

Located on one of Canada's most beautiful campuses, the University of Saskatchewan is internationally recognized for its contributions to teaching, scholarship, research, and innovation. Home to the Canadian Light Source synchrotron, the University offers a broad range of academic and professional programs, along with exciting research opportunities, to more than 19,000 students within an academic community of 4,650 faculty and staff. The University's annual operating budget is \$230 million, physical plant is valued at more than \$1 billion, and annual revenues from all sources exceed \$520 million.

One of two Colleges founded at the University of Saskatchewan in 1909, the College of Agriculture and Bioresources has been a key part of the University, in terms of both agricultural teaching and research and the transfer of that research to practice in the development of agriculture and food industries in Western Canada. The College's five academic departments and associated research, extension and service units are part of an agriculture science complex that features a state-of-the-art Agriculture Building, extensive animal facilities on and off-campus, greenhouses, land for animal, crop and horticulture research, and associated field laboratories that are without compare in Canada. The College has 350 employees and approximately 1,000 students. It operates with an annual budget of almost \$40 million. For more information about the College, please see www.agbio.usask.ca.

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Reporting to the Provost and Vice-President (Academic), the Dean is the chief executive officer of the College. The successful candidate will be an experienced educator with a record of published research and scholarship, the ability to interact effectively with industry, proven administrative abilities, and excellent inter-personal skills. Candidates will be attracted to a campus culture based upon principles of collegiality, openness and teamwork.

The University of Saskatchewan is committed to employment equity. Members of designated groups (women, Aboriginal people, people with disabilities and members of visible minorities) are encouraged to self-identify on their applications. All qualified candidates are encouraged to apply, however, Canadians and permanent residents will be given priority.

Consideration of candidates will begin in November 2007, and the successful candidate will take office on July 1, 2008. Nominations and applications, including the basis on which the individual merits consideration, should be submitted in confidence to the address below.

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Toronto, Ontario M5R 2K9

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ed reprints/preprints, and the names of three or more references to: Chair, IGC Appointments Committee, Institute for Quantum Computing, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1; e-mail: igc-mathematics@uwaterloo.ca; phone: (519) 888-4021; fax: (519) 888-7610. The information may be sent by email (the preferred format is PDF). The application review process will begin on December 15, 2007.

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■ **REDACTION (PREMIER CYCLE)** – Université Laurentienne, Annexe # 21. Poste menant à la permanence dans le domaine de la rédaction, spécialisé en rédaction intégrée à la discipline. La personne embauchée sera appelée à diriger et à développer le programme de la rédaction intégrée à la discipline par le biais de l'enseignement, de la recherche et de la consultation auprès des unités et des membres du corps professoral qui sont impliqués dans ce programme. Veuillez consulter notre annonce dans cette édition.

■ **RELIGION & CULTURAL** – Wilfrid Laurier University, Wilfrid Laurier University. The Department of Religion and Culture invites applications for a tenure track appointment at the rank of Assistant Professor, commencing July 1, 2008, subject to budgetary approval. The area of specialization is Christianity. Preference will be given to candidates able to support the department's PhD program on religious diversity in North America, and holding a completed PhD in religious studies at the time of appointment. ASDs and candidates from other disciplines are invited to apply provided they are clearly qualified to teach courses in religious studies and can support the doctoral program. The successful candidate will teach both graduate and undergraduate courses that examine the varied cultural settings of Christianity and explore its interactions with other religious traditions, other cultures will be broader and either thematic or comparative. Applicants should send their cover letter, curriculum vitae, transcripts, sample publications, teaching dossier (course evaluations and outlines, etc.), and the names, addresses, and contact information for three professional references. To: Dr. Carol B. Duncan, Chair of the Search Committee, Department of Religion and Culture, Wilfrid Laurier University, Waterloo, ON, N2L 3G5, Canada. Questions may be directed to eduncan@uwaterloo.ca, or 519-884-0710, ext. 3692. Website information about the Department of Religion and Culture can be found at: www.wlu.ca/arts/religionandculture. The deadline for receipt of materials is January 24, 2008. Wilfrid Laurier University is committed to equity and

values diversity. We welcome applications from qualified individuals of all genders and sexual orientations, persons with disabilities, Aboriginal persons, and persons of a visible minority. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Members of the designated groups must self-identify to be considered for employment equity. Candidates may self-identify, in confidence, to the Dean of the Faculty of Arts, Dr. David Docherty.

■ **RELIGIOUS STUDIES** – St. Wilfrid Germain College. Please see our display ad in the issue for details.

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■ **SCIENCES DE L'ÉDUCATION** – Université Laurentienne, Annexe # 23. L'école des sciences de l'éducation sollicite des candidats pour un poste menant à la permanence. Veuillez consulter notre annonce dans cette édition.

■ **SCIENCES DE L'ÉDUCATION PHYSIQUE** – Université Laurentienne, Annexe # 22. L'école des sciences de l'éducation sollicite des candidats pour un poste. Veuillez consulter notre annonce dans cette édition.

■ **SCIENCES INFERMIÈRES** – Université Laurentienne, Annexe # 24. L'école des sciences infirmières sollicite des candidats pour un poste menant à la permanence. Veuillez consulter notre annonce dans cette édition.

■ **SERVICE SOCIAL** – Université Laurentienne, Annexe # 25. L'école de service sociale sollicite des candidats pour un poste menant à la permanence. Veuillez consulter notre annonce dans cette édition.

■ **SOCIAL SCIENCES** – Dalhousie University, University of British Columbia, Postdoctoral Fellow or Research Associate: Applications are invited for a 2.5 year research position with the Family Food Practices (FFP) research program at UBC and Dalhousie University. FFP is exploring how local food cultures, social class, and family context interact, and intersect with gender, race and culture to produce everyday food practices. Applicants should hold or be completing a PhD in a field like social science, education, geography, women's studies, health promotion, or family studies. Candidates must have demonstrated skill in qualitative research, strong interpersonal skills, and demonstrated ability to provide leadership within a team environment. The ideal candidate will have demonstrated familiarity with analysis of gender, social class, culture and/or place in relation to health inequities. Annual stipend of \$50,000. Tenure in Halifax or Vancouver. Send CV and letters outlining research interests to: Brenda Beagan, School of Social Work, McMaster University, 1280

School of Occupational Therapy, Dalhousie University, Halifax, NS, B3H 3J5; bbeagan@dal.ca, by Jan 16, 2008. Dalhousie University and UBC hire on the basis of merit and are committed to employment equity. We encourage all qualified persons to apply. However, Canadians and permanent residents of Canada will be given priority.

■ **SOCIAL WORK** – McMaster University. The School of Social Work at McMaster University applications for a tenure track faculty appointment at the rank of Assistant Professor effective July 1, 2008. The School offers a generalist BSW program, a research-oriented MSW program and, beginning in 2008 and pending approval, a PhD program in the field of social justice. These programs aim to stimulate critical analyses of the intersection of personal troubles and oppressive structures, and to foster practices and policies directed to the enhancement of social justice. The School is committed to teaching, research and a faculty complement that reflect the diversity of the community; we are seeking to deepen our engagement with the challenges of anti-oppressive social work and, particularly with Aboriginal community issues. Candidates must normally have a social work degree and a completed doctoral degree in social work or a related discipline. We are seeking candidates whose work addresses the dynamics of social inclusion and exclusion, particularly the embedding of ability, class, race and culture in those dynamics. We are especially interested in engaging an Aboriginal scholar or a scholar working on issues of ability/disability, poverty or homelessness. Successful applicants will be able to contribute to the undergraduate and graduate programs through teaching, research and thesis supervision; they will have practice and research experience and, preferably, facility in both qualitative and quantitative research methods. They will also have the ability to develop an independent, funded program of research, to develop links with relevant academic and community organizations, and professional groups, and to communicate the results of their work in peer-reviewed publications. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be considered first for this position. McMaster University is an equality-seeking institution and an equal opportunity employer. We are committed to recruiting and retaining a diverse faculty and staff. The University encourages applications from all qualified candidates, including women, members of visible minorities, Aboriginal persons, members of sexual minorities and persons with disabilities. Applications, including a current curriculum vitae, a representative sample of academic writing and three letters of reference (written directly to the School) should be sent to: Dr. Jane Armstrong, Director of Social Work, McMaster University, 1280

Main Street West, K7H 3J9, Hamilton, ON, L8S 4M1. Email: armstrongj@mcmaster.ca; website: <http://www.socsci.mcmaster.ca/socsci/>. Deadline for applications is January 7, 2008. Applications will continue to be reviewed until the position is filled.

■ **SOCIOLOGY – University of Guelph**. The University of Guelph invites applications for a tenure track appointment in International Development Studies to be located in the Department of Sociology and Anthropology or the Department of Political Science. The appointment will commence July 1, 2008. The successful candidate will have conducted field research in the area of ecology and development in one or more countries and will have publications in internationally recognized academic journals. The ideal candidate will have at least an undergraduate specialization in Economics and a PhD in anthropology, political science, sociology or a related discipline. A regional specialization in Africa, Asia or Latin America is preferred. The candidate should have a strong commitment to excellence in teaching and will contribute to the undergraduate and graduate programs in International Development Studies at Guelph as well as to either Sociology/Anthropology or to Political Science. Inquiries and applications should be directed to the Associate Dean of Social and Applied Human Sciences and Chair of the Selection Committee. All applicants must submit a statement of interest, curriculum vitae, sample course evaluations, and arrange for three letters of reference to be sent directly (in confidence) to the attention of the Secretary to the Associate Dean, College of Social and Applied Human Sciences, Room 105, Macdonald Institute, University of Guelph, Guelph, Ontario, N1G 2W1. E-mail: shummler@uoguelph.ca; fax: 519-766-4797; Website: <http://www.csahs.uoguelph.ca>. The University of Guelph is committed to an employment equity program that includes special measures to achieve diversity among its faculty and staff. We therefore particularly encourage applications from qualified Aboriginal Canadians, persons with disabilities, members of visible minorities and women. The University is currently undertaking a restructuring of the Department of Sociology at Brandon University invites applications for a tenure track appointment at the rank of Assistant Professor subject to budget. The PhD is preferred but ABD applicants will also be considered. The successful candidate will be expected to teach in two or more of the following areas: Sociology of Family/Marriage, Sociology of Religion, Aging, Environmental Sociology, Sociology of Mental Health, Community, organizational and Social Change, Sociology; Commensurate with quali-

fications and experience. Start Date: 1 August 2008; Deadline for applications: 31 January 2008 or until the position is filled. Interested candidates should forward their curriculum vitae, the names of three references, a teaching dossier including course evaluations, and a sample publication to Dr. Renhold Kramer, Acting Dean of Arts, 270 18th Street, Brandon, Manitoba, Canada, R7A 6A9, rtkramer@brandonu.ca. For additional information about Brandon University, please visit our website: www.brandonu.ca. Shortlisted candidates are expected to provide credentials in the time of interview. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Both women and men are encouraged to apply.

■ **SOCIOLOGY** – University of Saskatchewan. Applications are invited for a full-time, 2-year term position in the Department of Sociology effective January 1, 2009. Applicant will be at the rank of Assistant Professor. We are looking for a person who specializes in the areas of the Sociology of Science and Technology with a specific orientation to Biotechnology, who has an active, productive research program, and who has the ability to teach diverse students within and related to the Sociology of Science and the Sociology of Biotechnology. Typical areas of research and teaching in this area include the social, legal, and ethical issues associated with biotechnology and issues of regulation and governance. The University of Saskatchewan has developed biotechnology as an area of academic priority. Sociology of Biotechnology courses are part of the interdisciplinary and interconnected undergraduate biotechnology offerings on campus. The successful candidate is expected to develop working relations with colleagues in biotechnology and other biotechnology programs within the university. As part of the larger biotechnology offerings on campus, Sociology of Biotechnology courses are designed for students interested in biotechnology, particularly agricultural biotechnology, and social change. In view of the interconnected nature of biotechnology offerings at the University of Saskatchewan, the Sociology of Biotechnology courses include both social science and life science students. The University is currently undertaking a restructuring of the Biotechnology program on campus and this position is part of the interim hiring for the restructuring. Requirements for the position include a completed doctoral degree in Sociology; a demonstrated record of excellence in teaching; and a demonstrated record of obtaining research funding and high research productivity, or the demonstrable potential to develop such a record. Applications, including a curriculum vitae, a statement of interests, current and projected research activities, a sample of recently published work, and any available teaching evaluations, should be sent to the following address. Applicants should also arrange to have their reference letters sent to the same address or FAX number. Closing date is November 30, 2007. Dr. Bernard Schissel, Head Department of Sociology University of Saskatchewan, 1020-9 Campus Drive Saskatoon, SK S7N 5A5, Fax: (306) 966-6950; E-mail: bernard.schissel@usask.ca.

usask.ca. For more information about the Department, please check our website www.usask.ca/sociology/. The University is committed to employment equity. Members of designated groups (women, Aboriginal people, people with disabilities, and visible minorities) are encouraged to self-identify in their applications. All qualified candidates are encouraged to apply; however, Canadian and permanent residents will be given priority.

■ **SOCIOLOGY** – Grant MacEwan College. As part of the continued growth of the Bachelor of Arts program, the Department of Sociology in the Faculty of Arts, College at Grant MacEwan College invites applications for a one full-time continuing position in Sociology commencing July 1, 2008. Candidates must have a PhD or solid indication of imminent completion and must demonstrate excellence (on promise of excellence) in teaching. A commitment to research and to the supervision of undergraduate/ Honours students is expected. Primary expertise in criminology, sociological studies, or studies of the criminal justice system is required. Preference will be given to candidates with secondary expertise in methodology or statistics. Applicants should submit a curriculum vitae, recent teaching evaluations, a statement of teaching interests and experience, a statement of research interests, samples of research publications, and graduate transcripts. Candidates should also arrange for three letters of reference to be sent under separate cover. Quote Competition No.: 0710.245. Send all application materials, including reference letters to: Human Resources Department, Grant MacEwan College, City Centre Campus, 7105, 10700 104 Ave, Edmonton, AB, T5J 4S2. Phone: (780) 497-5434; Fax: (780) 497-5430; E-mail: careers@macweb.ca. For further information, contact the department chair, Dr. Tami Bereska, at bereska@macweb.ca or (780) 497-4793 or visit http://www.macewan.ca/web/artsoc/sociology_artsci. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Consideration of applications will commence December 14, 2007 and will continue until the position is filled. If you are interested in this employment opportunity, please refer to our website at www.macewan.ca/faculty.

■ **SOCIOLOGY** – Brescia University College. The Department of Sociology at Brescia University College invites applications for a tenure track appointment at the assistant professor level commencing July 1, 2008. The successful candidate will hold a PhD in Sociology or be near completion of that degree; demonstrate a strong commitment to teaching at the undergraduate level and have a solid research and publication record. Applicants should have experience in at least 2 (two) of the following areas: Sociology of Health, Criminology, and Deviance. Brescia University College is a Catholic university college for women affiliated with the Order of the Most Holy Basilian Sisters at London, Ontario. Brescia University College is committed to the principles of employment equity and encourages applications from all qualified women and men, including visible minorities, Aboriginal people and



Director, Trent/Fleming School of Nursing

Trent University invites applications for Director of the Trent University/Sir Sandford Fleming College School of Nursing.

Trent University provides an exceptional environment. A young, innovative University on a beautiful 1,450-acre riverfront campus, it was founded in 1964 on the belief that learning is an individual, life-long pursuit - and that student choice, flexibility, and the opportunity for interdisciplinary study are part of a high quality post-secondary education. These key principles continue to define Trent's unique character today. Trent is known for its supportive community environment and emphasis on global perspectives.

The Trent/Fleming School of Nursing offers two B.Sc.N. degree programs: a four-year, collaborative, fully-integrated program and a three-year compressed program. Instruction is delivered at both the Trent and Fleming sites in all years. The program was established in 2001 and current enrolment is approximately 550. For further details, please visit www.trentu.ca/nursing/

As Director, the successful candidate will be responsible for the overall direction and leadership of the School. This will include day-to-day administration, budget management and planning (with the assistance of an office staff), providing leadership in development of program directions, representing the program at provincial and national professional associations, and in the Trent and local communities. The Directorship role may also include planning and administration of other programs of nursing education delivery, including graduate education in nursing.

Qualifications for this university appointment include a doctoral degree, preferably in nursing, and strong research and B.Sc.N. teaching records. An understanding of the current climate around professional nursing development in Canada and Ontario, active participation in professional nursing associations and administrative experience in a B.Sc.N. or similar programs would be considered additional assets.

Trent is located in Peterborough Ontario, on the Trent Severn Waterway, with a second campus in Oshawa, in the Greater Toronto area. With a population of 76,000, the City of Peterborough combines cosmopolitan living in a mid-size city with an exceptional natural environment, situated as it is in the heart of the Kawarthas - a region that is one of Ontario's most desirable lake districts.

Trent University is an employment equity employer, and especially invites applications from women, Aboriginal people, visible minorities and persons with disabilities. The review of applications will begin December 2007 and continue until the position is filled. Applications should include a letter of introduction that highlights teaching philosophy, research interest, administrative approach, philosophy and views on trends in nursing education; curriculum vitae; and three references (who will not be contacted without consent of the applicant). All correspondence should be directed, in confidence, to the University's executive search consultants:

Laverne Smith & Associates Inc.
1 Yonge Street, Suite 1801
Toronto, ON M5E 1W7
trentnursing@lavernesmith.com

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www.lavernesmith.com



Assistant, Associate, or Professor of Management

The School of Business Administration invites applications for a probationary tenure-track, tenure-track, or tenured appointment in Management at the rank of Assistant, Associate, or Professor (dependent upon qualifications and experience) commencing July 1, 2008.

The successful candidate's primary responsibilities will include overseeing the development of an effective Business Communications curriculum and course strategy, teach Business Communications in the respective area in either the Bachelor of Commerce (Co-op) Program or Master of Business Administration program, providing feedback and assess the academic assignments of the Bachelor of Commerce (Co-op) work terms, and contributing to the academic life of the School. Ph.D. (or ABD) and evidence of teaching effectiveness and research potential are required. Applicants should have a business degree at any level with sufficient exposure to all functional areas to ensure strong business acumen. Those applicants at the associate or professor level must have a proven track record in teaching, publishing and collegiality.

The School of Business Administration is part of the Faculty of Management, which has a unique commitment to business management and inter-disciplinary research and learning. Thus, the successful candidate will have opportunities to work with like-minded colleagues in the sister schools of Public Administration, Information Management, and Resource and Environmental Studies within the Faculty.

Information about the Dalhousie School of Business and its programs may be found at <http://sba.management.dal.ca>.

All qualified candidates are encouraged to apply; however, in accordance with Canadian immigration requirements, Canadian citizens and permanent residents will be given priority. Dalhousie University is an employment equity/affirmative action employer. The University encourages applications from qualified Aboriginal people, persons with a disability, racially visible persons and women.

Applicants should send a c.v., three letters of reference sent directly from the referees, copies of their previous teaching evaluations (if any), and a statement of teaching and research interests to Ms. Viola Caume (viola.caume@dal.ca), School of Business Administration, Dalhousie University, Kenneth C. Rowe Management building, 6100 University Avenue, Halifax, Nova Scotia, Canada B3H 3J5. Applicant assessment and interviews will commence no later than January 15, 2008.

Protecting the Integrity of Academic Work

By JOHN MUELLER

I WOULD like to commend the Harry Crowe Foundation's recent conference "Protecting the Integrity of Academic Work," (Bulletin, November 2007) for considering some of the ways the integrity of scholarship is being challenged in today's universities.

I realize space is limited and time is short, and that not all threats to academic integrity can be examined in a given year. One in particular is the "invisible hand" the federal funding agencies use to define the topics of academic research. This constraint seems routinely overlooked, as academics seem to see federal money as benign and desirable, an entitlement. Yet, the same principle operates when a private agency or foundation funds research in a particular area.

The difference between private funding and federal grants is that academics are critical of the constraints and strings attached to private money, appropriately enough, but uncritical about the constraints federal agencies impose. In contrast to the profit agenda that private funders impose, the federal agencies impose "politically useful" constraints on areas of inquiry, explicitly or implicitly.

The federal grants thus are just as short-term in their focus as is the profit motive, perhaps even more so, and the constraints involved are arguably more powerful because most academics do not even question them. This uncritical attitude is reinforced by university administrators who make no distinction — a dollar is a dollar — and so they tend to be receptive either way.

The current situation was clearly anticipated nearly 50 years ago, at least in the U.S.: "The prospect of domination of the nation's scholars by federal employment, project allocations and the power of money is ever present — and is gravely to be regarded," said President Dwight Eisenhower in his farewell address to the nation on Jan. 17, 1961. In the category of inconvenient truths, there were both discoveries and problems solved before federal grants became widespread (e.g. polio vaccine), and also significant recent achievements without government aid (e.g. the human genome project). Unfortunately, neither the government nor universities heeded Eisenhower's warning.

One may feel that special efforts to address women's issues, aboriginal issues, HIV, bullying, global warming, and so forth, are worthy areas of inquiry. However, politicians and decisions made at the federal funding agencies don't just target a research domain but often also the specific outcomes the research is expected to support, that is, data to justify a cause or policy. This is quite an insidious constraint indeed.

The Dependency Factor

Given the way universities have become so dependent on federal grants, academics find their promotion and merit reviews depend on buying into the predefined areas of interest — for example, whatever has morphed into the "cause de jour" at the Social Sciences and Humanities Research Council. This is especially problematic for young academics, because they lack perspective about alternatives and because they have little latitude for pursuits that do not have immediate cash benefit.

The result is that the proportion of research on campus that falls into the "free choice" category has surely declined over the years. Over the past generation, universities have become contractors to the federal grant agencies, and academics thus are de facto federal employees, or prostitutes in some characterizations.

At a general level, the past decade has produced a striking shift in favor of medical research grants because the public is perceived as favoring health research. These



Universities have become contractors to the federal grant agencies, and academics thus are de facto federal employees, or prostitutes in some characterizations, says John Mueller.

grants are much larger than in other areas, thus universities with medical schools have been drawn to medical research as budget solutions. In the process, resources and positions are reallocated from every school of the campus to the medical school in particular.

The advice from university managers to whiners in the social sciences and humanities, such as myself perhaps, is to find someone in the medical school with whom to collaborate, which speaks volumes to constraints on inquiry.

Strategy Reversal

The wisdom of the mandarins in the federal agencies to glean what is important to a discipline is quite suspect, but the lack of such expertise is not the only problem. The current funding strategies are alleged to rely on identifying a social problem and then funding research to fix it, the reverse of the historic strategy whereby a scholar develops an idea and then finds its application.

Whether these strategies are mutually exclusive is an open question, but there are plenty of precedents to establish that properly defining a problem will be at least as difficult as solving it. One is reminded of the parable about feeding someone a fish versus teaching them to fish as different solutions derived from an "obvious" problem.

Further, the actual behavior of the funders often seems more about peddling a specific solution, that is, finding a problem that requires the preconceived political or bureaucratic solution. On the other side, universities are not even trying the risky task of identifying a social problem and then seeking the wisdom to solve it. They are, instead, effectively chasing ambulances, with the problem as defined by a pot of federal money.

Similar questions can be raised about other funding fancies, for example, the frequent commitment to multi-center research efforts. These may make sense to bureaucrats eager to achieve a federal presence in various geographic regions, but the strategy doesn't lend itself very well to the pattern of creative achievement in human history.

The history of genuine intellectual innovation is replete with the work of mere individuals, rather than teams, and individuals working at odds with conventional wisdom at that. One can be excused for thinking obligatory collaboration works better to provide sinecures rather than problem-solving cornucopias.

Ideological Constraints

It is unnecessary for the funding agencies to be conscious of their biases, although they often are. In either case even good intentions invariably have unintended consequences. The profit motive of private funders is acknowledged and open to scrutiny, which is very desirable, whereas these ideological constraints in federal funding are generally accepted on campus without scrutiny. The campus is not about freedom of inquiry any longer, it's now about faculty as fundraisers, and that threat isn't just from private funders seeking a profit. Universities have been bought, and our unwillingness to confront the consequences will yield ever more threats to academic integrity.

The growth in dependence of universities on federal funding has been the most striking change on campus over my own 40-year career. I am not talking about turning back the clock, although we might be closer to being able to do that if we had funded some other research areas. Nor will I try to offer some five-point program to address the issue as it deserves a more thorough treatment than simple sound bites.

Whatever the disposition may be, I think the first step has to be to acknowledge just how much federal funding has reshaped academic inquiry and defined the daily agenda on campus, and to evaluate the constraints of federal funding at least as critically as the profit motive of private funders. When it comes to constraints on inquiry, it is important to have many eyes and many voices.

There is certainly enough politicization of scholarship to leave room for scrutiny by CAUT, the Harry Crowe Foundation, the Society for Academic Freedom and Scholarship, disciplinary associations and others. ■

John Mueller is a professor of applied psychology at the University of Calgary.

The views expressed are those of the author and not necessarily CAUT.

Comment

CAUT welcomes articles between 800 and 1,500 words on contemporary issues directly related to post-secondary education. Articles should not deal with personal grievance cases nor with purely local issues. They should not be libellous or defamatory, abusive of individuals or groups, and should not make unsubstantiated allegations. They should be objective and on a political rather than a personal subject. A commentary is an opinion and not a "life story." First person is not normally used. Articles may be in English or French, but will not be translated. Publication is at the sole discretion of CAUT. Commentary authors will be contacted only if their articles are accepted for publication. Commentary submissions should be sent to Liza Duhaime (duhaime@caut.ca).